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MINUTES OF THE MEETING OF THE BOARD OF REGENTS
MURRAY STATE UNIVERSITY
May 9, 1981

The Board of Regents of Murray State University met May 9, 1981, at 1:45 p.m. in the Board Room, Third Floor, Wells Hall, on the campus of the University. The following members were present: Mr. J. W. Carneal, Dr. Charles E. Howard, Mr. Mark McClure, Mr. Jere McCuiston, Mr. Bill Morgan, Mrs. Sara L. Page, Dr. Ed Settle, Mr. Steve West, Mr. Jerry Woodall, and Mr. Ron Christopher, Chairman, presiding.

None were absent.

Also present were Dr. Constantine W. Curris, President; Mrs. Patsy R. Dyer, Secretary of the Board; Dr. Richard C. Gray, Treasurer of the Board and Vice-President for Administrative Services; Vice-Presidents Butwell, Gordon, Julian; Mr. James Overby, University Attorney; Mr. Don Chamberlain, Mr. Jeff Green, Mr. Jim Hall, Dr. Rick Stinchfield; members of the news media, and visitors.

Mr. West led in prayer.

Chairman Christopher called the meeting to order.

Mr. Christopher: Let me give an explanation for the delay. Dr. Curris, Mr. Overby, Terry Clark, Mark McClure and I were discussing some question between Mark and Terry as to when the tenure or term of the President of the student body began his term as the regent. I think we have that straightened out. Apparently in the past, there was some precedent for the outgoing president to sit on the Board through the presentation of the budget and at one time, in 1979, the Student Government passed a resolution stating that the student regent's term should be from the middle of May to the middle of May for that purpose, but we have come to the agreement today that the term should run from the date that the student regent is to take his seat on the Board and so that those years will coincide. Is that clear?

Mr. Carneal: It's clear, but I don't know that I agree to that. Who came to that conclusion?

Mr. Christopher: I think this coincides with the law, and Mr. McClure is going to take his seat now.

Mr. Clark: Mr. Chairman, on behalf of the students, Mr. McClure and I talked about this at great length, and I would like to respectfully request that I be allowed to assist Mr. McClure in the budget hearing if that be the wishes of the Board.

Mr. Christopher: What Terry is asking is that if the Board has no objections, he would like to sit with Mr. McClure to advise with him; and if it is necessary to go into executive session while we are considering those items concerning the budget, he would like permission from the Board to sit with Mark during those sessions. We can take that up at that time or we can take that up now, but I think we can take it up at that time, and I doubt that there will be any objections.

Mr. Carneal: This is certainly a new precedent, Ron. This has never happened before to my knowledge.

Mr. Christopher: Before when there was a question, I think that the outgoing president sat through the budget hearings.

Mr. Carneal: This didn't happen last year.

Mr. Christopher: No, I don't think it happened last year because Mr. Bushart announced he had to leave early.

Mr. Carneal: I don't have any problem with Terry sitting through the open session. I don't know about the closed session. That may be a different issue. I don't know.

Mr. Christopher: That's what I explained to them. We probably should take it up at that time when we know what it is we are talking about.

At this time, we would like to congratulate Dr. Ed Settle on his reappointment. If Mr. McClure and Dr. Settle will stand, Mrs. Dyer will administer the Oath.

Mrs. Patsy R. Dyer, Notary Public, administered the Oath of Office to Mr. Mark McClure and Dr. Ed Settle.

On April 16, 1981, Governor John Y. Brown, Jr. reappointed Dr. Ed Settle as a member of the Murray State University Board of Regents for a six-year term expiring March 31, 1987.

Mr. Mark McClure was recently elected President of the Student Government Association and being a resident of Kentucky, officially designated student regent.

Mr. Christopher congratulated both and welcomed Mr. McClure to the Board of Regents.

Mr. Christopher: Perhaps, I did not make that clear. The question is the span of time that the incoming president goes through from the time he takes his oath as President of the Student Government Association until he comes on the Board. What Mr. McClure has agreed to do is present this problem to their Association and to coincide the terms of office so that the one-year period of time runs the same, and we won't have this confusion any more.

Mr. Carneal: Ron, my question is that under the Revised Statutes it says that the president of the student body shall be on the Board. Is that not correct?

Mr. Christopher: Yes; it says the member of the Board shall be the Student Government President.

Mr. McClure: May I clear up a few things? The provision in the old Student Government Association Constitution was a bylaw that stated the President of the Student Government Association would not be sworn in until after the budget hearing so that they could get around that Statutory provision. Last spring, a new Constitution was passed and that provision no longer exists, so this year shortly after my election, I was sworn in as Student Government President. That's why I'm serving at this budget hearing. While I've the floor I would like to request that you see fit to let Terry stay during the executive session, aiding me in any way he could.

Mr. Christopher: Item 2, Reorganization of the Board. Let me mention this. In looking at the Statutes concerning the Student Regent, it was called to my attention that the Statute provides that the Chairman shall be elected annually. I was unaware of this. Do you know, Dr. Howard, why there was other precedent?

Dr. Howard: I do not. I think you are absolutely correct. As a matter of fact, I think I am correct in saying that most Boards do not reorganize every time.

Mr. Christopher: But, it does require a reorganization of the election of the Vice Chairman, Secretary, and the Treasurer, and I guess that's where that came about.

Dr. Howard: Could be. They were doing it when I came here, so we just kept doing it.

Mr. Christopher: Well, in these days of being sure we are complying with the law, there being no objections other than from myself, we will pass over the office of Chairman, and the floor is now open for nominations for Vice Chairman.

Mr. McClure: Mr. Chairman, I move to leave the Vice Chairman, Secretary, and Treasurer as they are now.

Dr. Settle: I second.

Mr. Christopher: There is a motion and a second. Any discussion? All those in favor, please state aye. Opposed, nay. Motion passes.

For the benefit of the audience and the press, we congratulate Bill Carneal for being reelected Vice Chairman of the Murray State University Board of Regents, Patsy Dyer on being reelected Secretary of the Board, and Dick Gray on being reelected Treasurer of the Board.

The following agenda was presented for the meeting:

AGENDA
for
Meeting of the Board of Regents
Murray State University
May 9, 1981

1. Oath of Office administered to Dr. Ed Settle and Mr. Mark McClure
2. Reorganization of the Board of Regents
3. Approval of the Minutes of the February 7 and 21, 1981, Meeting
4. Committee Reports

Audit
Other

5. Report of Dean of Admissions & Registrar
6. Faculty Personnel/Payroll Items

A. Leaves of Absence (without pay)

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Robert L. Warren	Professor, Accounting & Finance	8/1/81--5/31/82
Steven C. Bishop	Asst. Prof., Art	8/1/81--5/31/82
Tom Vanarsdel	Instructor, Music	8/1/81--5/31/82
Mary E. Conover	Asst. Prof., Home Economics	8/1/81--5/31/82
Cynthia Slade	Instructor & Head, Science Resources, Library	6/1/81--6/30/82
Billie R. Downing	Assoc. Prof., Special Education	8/1/81--5/31/82
Geneva L. Cooper	Instructor, Nursing	8/1/81--5/31/82
Linda Clark	Assoc. Prof., Nursing	8/1/81--5/31/82
Donald B. Hunter	Professor Human Development & Learning	7/1/81--6/30/82

B. Adjustments in Salary

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Lewis Bossing	Assoc. Prof., Inst. & Learning	\$100 each for consultant, Saturday Series Project effective 2/6/81 & 3/20/81

Faculty - Adjustments in Salary (Continued)

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
John K. Purcell	Assoc. Prof., Rec. & PE	\$120 for standby official, Women's basketball payable 3/30/81
Paul R. McNeary	Asst. Prof., Ind. Ed.	\$250 each for classes for WKy Youth Skills, effective 1/27/81 & 3/27/81
William W. Lew	Asst. Prof., Art	\$200 for project director, Morgan exhibition, Ky Humanities Council payable 4/4/81
Steven H. Jones	Inst., Soc. & Anthro.	\$250 for advisory com., "Radio Magazine" Ky Humanities Council payable 4/7/81
Melvin E. Page	Asst. Prof. History	\$250 for advisory committee, "Radio Magazine" Ky Humanities Council payable 4/7/81
William J. Whitaker	Assoc. Prof., Engineering Technology	\$543.75 for director, Emergency Building Temperature Restriction Prog. for period 5/9/80--1/16/81
Kenneth B. Fairbanks	Asst. Prof., Math	\$225.00 for report on Leptospirosis serology study for VDRC, payable 2/16/81
Kenneth C. Carstens	Asst. Prof. Anthropology	\$375 p/mo for MARC Heritage Project of KY Heritage Commission Grant, effective 3/1/81--7/31/81
Sondra S. Ford	Asst. Prof., Inst & Learning	\$225 for three inservice workshops, Saturday Series, payable 2/6/81
Richard H. Usher	Prof., Instruction & Learning	\$75 for workshop, Saturday Series, payable 2/3/81
Kent A. Forrester	Assoc. Prof., English	\$150 for editor of Morgan Exhibition Catalogue, KY Humanities Council, payable 4/6/81
Terry H. Foreman	Asst. Prof., Philosophy & Religious Studies	\$100 for panelist for the Morgan Collection Exhibit. Ky Humanities Council, payable 4/6/81
Wallace E. Baggett	Prof. & Dir., Social Work, Prof. Studies	\$600 for Training Needs Assessment, Human Resources, for 8/20/80--2/5/81; payable 3/24/81
Rosemarie Bogal	Asst. Prof., Social Work Professional Studies	\$400 for Training Needs Assessment, Human Resources, for 8/20/80--2/5/81; payable 3/24/81
Richard J. Hazler	Asst. Prof., Prof. Studies	\$1,600 for Training Needs Assessment, Human Resources, for 8/20/80--2/5/81; payable 3/24/81

Faculty - Adjustments in Salary (Continued)

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Julie H. Lovins	Assoc. Prof., Social Work, Prof. Studies	\$400 for Training Needs Assessment, Human Resources, for 8/20/80--2/5/81; payable 3/24/81
Thomas I. Miller	Prof. & Chairman, Accounting & Finance	\$5,050 for chairman and teaching one 3-hr class summer 1981 (6/1/81--7/31/81) (on acad. yr. employment)
John G. Taylor	Chairman Instruction & Learning	\$50 for Lead Workshop effective 4/7/81
Lowell Latto	Asst. Prof., Prof. Studies	\$50 for Lead Workshop effective 4/7/81
George N. Britt	Asst. Prof. Mathematics	\$750 for Directing 1981 Math & Science Fair payable 4/25/81
John Mylroie	Asst. Prof. Geosciences	\$1,500 for video tapes for CAUSE Grant, 1980-81 payable 4/30/81
Bruce Christensen	Asst. Prof., Biology	\$250 for consultant, CAUSE Grant, 1980-81, payable 4/30/81
Dale D. Leys	Asst. Prof., Art	\$75 for bookkeeper, Morgan Collection KY Human. Council payable 4/30/81
Billy D. Parsons	Dean, Creative Expression	\$100 for panel moderator Morgan Collection Symposium, KY Human. Council payable 4/30/80
Melody Weiler	Assoc. Prof., Art	\$75 for project Co-Director, Morgan Collection KY Human. Council payable 4/30/81
Gary Jones	Prof., Mathematics	\$3,000 CISR Presidential Fellowship, payable 5/4/81
Frederick Kumar	Prof., Philosophy & Religious Studies	\$3,000 CISR Presidential Fellowship, payable 5/4/81

C. Faculty - Employment

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Effective</u>
Karen W. Alexander	Clin. Inst., Nursing (pt)	\$ 600.00 p/mo	2/1/81--5/31/81
Diana M. Spillman	Inst., Home Economics	1,350.00 p/mo	2/2/81--5/29/81
Judith H. Wakim	Adjunct Prof., Nursing	2,700.00 for	2/1/81--5/30/81
Terry E. Turner	Consultant, Field Test & Revise Masonry Modules, Industry & Technology	350.00 for	3/1/81--3/31/81
Elizabeth Powell	Asst. Prof., Nursing	18,000 (acad)	8/1/81
Nancy B. Fowler	Audiologist Special Education	15,500 (acad)	8/1/81

D. Faculty - Extra Class Compensation

ADJUNCT/OVERLOAD

<u>Name</u>	<u>Course</u>	<u>Semester</u>	<u>Amount</u>
Ted L. Vaughn	MKT 360-01	Spring	\$2,000.00
	MKT 360-02		
David Travis	FIN 331-02	Spring	1,000.00
Ray M. Roberts	RES 132-01	Spring	1,000.00
Gary Haverstock	RES 240-01	Spring	1,000.00
Richard C. Gray	MGT 351-01	Spring	1,000.00
Dolores E. Horwood	ENG 101	Spring	1,000.00
Sue G. Parsons	ENG 101-26	Spring	2,000.00
	ENG 102-31		
Janet L. Robinson	ENG 102-32	Spring	2,000.00
	ENG 102-34		
Edith P. Wylder	ENG 102-35	Spring	1,000.00
Jan C. Roberson	ENG 101-07	Spring	1,000.00
Eddie E. Jones	PHE 119-02	Spring	200.00
Daniel J. Lauby	PHE 119-04	Spring	200.00
Roland H. Oderra	PHE 118-01	Spring	200.00
John R. Reagan	PHE 416-01	Spring	670.00
Kathleen A. Rowlett	HEA 191-05	Spring	2,000.00
	HEA 191-06		
Sandy Forrest	PHE 119-01	Spring	200.00
Jewel A. Hayes	PHE 262-01	Spring	333.00
	($\frac{1}{2}$ semester)		
Glenda M. McBride	NUR 410-03	Spring	1,000.00
Jeannette Furches	NUR 430-02	Spring	2,000.00
	NUR 430-04		
Mark E. Welch	RTV 270-01	Spring	1,000.00
Kenny L. Wade	AGR 431-01	Spring	1,000.00
Terry D. Taylor	ENT 362	Spring	1,500.00
Larry G. Moore	CRJ 340-01	Spring	1,000.00
Ann L. Landini	JOU 194-02	Spring	1,000.00
Vicki R. Jones	PLS 200-01	Spring	1,000.00
Robert W. Jones	ENT 260	Spring	1,000.00
Joseph Jackson	RTV 270-02	Spring	1,000.00
Elizabeth Hendon	BOA 215-05	Spring	1,000.00
Julie Christopher	1 hr. extra	Spring	333.00
	work with BIO		
	131, Bio 232,		
	& MLT Director		
Frances M. Clark	MUS 316-01	Spring	240.00
Dorothy W. Mason	MUS 117.43	Spring	1,520.00
	MUS 117.44		
Elmo Reed	MUS 118-05	Spring	240.00
John B. Boltz	SWK 530-01	Spring	1,000.00
Norma S. Smith	HEC 313	Spring	1,000.00
Neal H. Patterson	CQM 107-02	Spring	2,000.00
	CQM 330-01		
Michael P. White	CSC 206-02	Spring	1,000.00
Bill L. Coker	CSC 206-01	Spring	1,000.00
Gary Roedmeier	RTV 566-01	Spring	1,000.00
Neil V. Weber	NASA Landsat	3/2-3/6	1,000.00
John Mikulcik	NASA Landsat	3/2-3/6	1,000.00
William F. Payne	NASA Landsat	3/2-3/6	1,000.00
William F. Smith	NASA Landsat	3/2-3/6	1,000.00
Thomas C. Kind	NASA Landsat	3/2-3/6	1,000.00
Charlene Butwell	ENG 102-16	Spring	1,000.00
	ENG 102-18	($\frac{1}{2}$)	
Joe Ward	MGT 350	Spring	1,000.00
Deborah G. Woosley	Nur	Spring	1,000.00
William J. Whitaker	ENT 202	Spring	1,000.00
Janice K. Spiller	BOA 215-01	Spring	2,000.00
	BOA 215-02		
Edward A. Davis	BOA 235	Spring	2,000.00
	BOA 360		

NIGHT CLASSES

<u>Name</u>	<u>Course</u>	<u>Semester</u>	<u>Amount</u>
George J. Cheponis	REH 220-02 REH 540-01	Spring	\$100.00

SPECIAL WORKSHOPS IN ENVIRONMENTAL EDUCATION

<u>Name</u>	<u>Course</u>	<u>Effective</u>	<u>Amount</u>
Michael O'Brian	ELE/SEC 582-75	3/20-3/21	\$333.33
Mary Paterson	ELE/SEC 582-76	2/20-2/21	333.33
Kathryn Fraser	ELE/SEC 582-77	3/ 6-3/ 7	333.33
Shelley Davis-Wilson	ELE/SEC 582-78	3/20-3/21	333.33
Mary Paterson	ELE/SEC 582-79	3/27-3/28	333.33
Michael O'Brien	ELE/SEC 582-80	4/ 3-4/ 4	333.33
William Hammond	ELE/SEC 582-81	5/ 1-5 2	333.33
Shelley Davis-Wilson	ELE/SEC 582-82	5/ 1-5/ 2	333.33

SPECIAL WORKSHOPS IN ADULT EDUCATION

<u>Name</u>	<u>Course</u>	<u>Effective</u>	<u>Amount</u>
Charles K. Guthrie	ADE 199-75	3/25-3/27	\$333.33
Lowell Latto	ADE 199-76	3/25-3/27	333.33

Faculty - Extended Education

<u>Name</u>	<u>Course</u>	<u>Place</u>	<u>Amount</u>
Billey E. Burnley	AST 115-85	KET	\$ 500.00
Vicki Blades	SED 628-85	KET	1,000.00
Robert Fox	Organized courses at Henderson, Hopkinsville, & Madisonville		500.00
Jere Hall	GUI 584-79	Princeton	1,000.00
Paul Naberezny	GUI 693-76	Princeton	1,135.00
Frank Kodman	CRJ 543-75	Princeton	1,135.00
	PSY 543-75		
Sam Stegar	RES 220-75	Princeton	1,000.00
Adam Lanning	SOC 333-75	Princeton	1,135.00
James H. Frank	HEA 500-75	Hopkinsville	1,135.00
Violet Kelley	SEC 621-75	Hopkinsville	500.00
Kay Lancaster	SEC 621-75	Hopkinsville	500.00
Dianne O'Brien	SEC 621-76	Hopkinsville	300.00
Truman Whitfield	SEC 621-77	Hopkinsville	1,135.00
Vernon Shown	SEC 623-75	Hopkinsville	300.00
S. M. Matarazzo	ADM 662-75	Hopkinsville	300.00
Ray Moore	ELE 540-76	Hopkinsville	300.00
	SEC 540-76		
William Price	ELE 592-75	Hopkinsville	1,135.00
	SEC 592-75		
Gary Schroeder	ELE 611-76	Hopkinsville	1,135.00
Janice Hooks	ELE 647-76	Hopkinsville	300.00
Tom Wagner	GUI 584-77	Hopkinsville	300.00
Richard Hazler	GUI 683-75	Hopkinsville	300.00
Mary F. Valentine	GUI 692-75	Hopkinsville	1,135.00
Nelson Ford	COM 653-92	Hopkinsville	720.00
John Fortin	VTE 577-75	Owensboro	720.00
Sue Warmath	GUI 584-80	Mayfield	1,000.00
James Willis	ADM 300-75	Mayfield	1,105.00
Stanley Glenn	GUI 584-78	Henderson	1,000.00
William Greenlee	SED 537-75	Henderson	1,000.00
	SED 610-75		
Joan Stranahan	ELE 649-76	Henderson	1,000.00
Monte Moses	ELE 649-78	Henderson	1,000.00
Suzan Kennedy	REA 522-76	Henderson	1,000.00
Lochie Overby	SEC 604-76	Henderson	560.00

Faculty - Extended Education (Continued)

<u>Name</u>	<u>Course</u>	<u>Place</u>	<u>Amount</u>
William Ryan	ADM 664-75	Clinton	1,135.00
James Carlin	ELE 506-75	Clinton	1,135.00
Frank Adelman	VTE 470-75	Madisonville	480.00
Jo Ann Anderson	ADM 630-75	Madisonville	1,240.00
Robert Fox	ADM 653-75	Madisonville	1,000.00
James Willis	ADM 663-75	Madisonville	480.00
Hugh Noffsinger	ADM 669-75	Madisonville	480.00
A. C. Krizan	BED 619-75	Madisonville	480.00
Terry Wilson	ELE 515-75	Madisonville	1,240.00
	SEC 515-75		
Willis Johnson	ELE 600-75	Madisonville	1,240.00
Joseph Baust	ELE 611-75	Madisonville	1,240.00
John Farrell	ENT 393-75	Madisonville	1,240.00
Thomas Holcomb	GUI 584-76	Madisonville	480.00
Mike Davenport	MGT 350-75	Madisonville	1,000.00
Bonnie Higginson	REA 628-75	Madisonville	1,240.00
John Taylor	SEC 540-75	Madisonville	1,240.00
Jerome Hainsworth	SEC 622-75	Madisonville	1,240.00
John Fortin	VTE 675-76	Madisonville	1,240.00
Alan Seitel	CDI 582-75	Dawson Springs	1,165.00
Allen Harwood	SED 640-76	Dawson Springs	288.00
Steve Jones	ANT 301-75	Eddyville	1,135.00
David Irwin	GSC 125-75	Eddyville	1,135.00
Gerald Hudder	HEA 195-75	Eddyville	1,135.00
Wayne Sheeks	PHI 202-75	Eddyville	567.50
Frederick Kumar	PHI 202-75	Eddyville	567.50
Kent Forrester	ENG 102-75	Eddyville	1,135.00
Roy Hatton	HIS 221-75	Eddyville	1,135.00
Rosemarie Bogal	ADM 630-76	Paducah	1,135.00
S. M. Matarazzo	ADM 650-75	Paducah	1,135.00
Judy Nantau	CDI 635-75	Paducah	756.67
Harry Conley	CHE 581-75	Paducah	1,135.00
Franklin Fitch	ELE 512-75	Paducah	1,135.00
	SEC 512-75		
	SEC 626-75		
Garth Petrie	ELE 601-75	Paducah	1,135.00
Lochie Overbey	ELE 601-76	Paducah	1,135.00
Lewis Bossing	ELE 647-75	Paducah	1,135.00
W. Gene Lovins	FIN 330-90	Paducah	240.00
Robert Ruoff	GUI 584-75	Paducah	1,000.00
Ben Humphreys	GUI 635-75	Paducah	240.00
Lowell Latto	GUI 693-75	Paducah	240.00
Jack Wilson	MAT 440-75	Paducah	1,135.00
Philip Niffenegger	MKT 667-90	Paducah	240.00
Jean Culp	NUR 101-75	Paducah	240.00
James Carlin	REA 522-75	Paducah	208.00
Hughie Lawson	SEC 645-75	Paducah	240.00
Robert Mitchell	SWK 560-75	Paducah	1,000.00
Cherry Watts	ELE 650-75	Paducah	1,000.00
	SEC 650-75		
Frank Adelman	VTE 360-75	Paducah	240.00
	VTE 672-75		
Ed Adams	VTE 363-75	Paducah	1,135.00
	VTE 563-75		
Richard Usher	ELE 604-75	Benton	1,105.00
	SEC 614-75		
Frank Adelman	VTE 364-75	Greenville	480.00
	VTE 564-75		
Dan Blair	GUI 635-76	Morganfield	1,000.00
Frank Adelman	VTE 672-76	Morganfield	540.00
John Fortin	VTE 675-75	Morganfield	540.00
Allen Harwood	SED 552-75	Morganfield	540.00

Faculty - Extended Education (Continued)

<u>Name</u>	<u>Course</u>	<u>Place</u>	<u>Amount</u>
John R. Farrell	ENT 591-75	Ft. Campbell	\$1,165.00
Richard J. Hazler	GUI 683-76	Ft. Campbell	1,165.00
Delbert Honchul	MGT 652-75	Ft. Campbell	1,165.00
Frank Mosko	POL 571-75	Ft. Campbell	288.00
Winfield Rose	POL 679-75	Ft. Campbell	288.00
Thomas B. Posey	PSY 591-75	Ft. Campbell	1,165.00
Charles O'Neal	SEH 101-76	Ft. Campbell	2,000.00
Barry Moseley	CQM 653-92	Owensboro	100.50

FACULTY - NON-CREDIT SPECIAL INTEREST COURSES

<u>Name</u>	<u>Course</u>	<u>Amount</u>
Betty L. Boston	Securities and Investing - How It Affects You	\$281.25
Randall P. Winchester	Amateur Radio License, General Class	45.00
Charles R. Thurman	Disco and Ballroom Dancing	200.00
Diana L. Rabatin	Tole and Decorative Painting	191.25
Paul P. Blankenship	The Apostle Paul and His Letters	105.00
Michael G. Miller	Organic Gardening (Beginning)	90.00
Elmo Reed	Guitar (Beginning)	185.25
James F. Williams, III	Energy Conservation Through Solar Energy	433.12
Robert A. Valentine	Publicity/Public Relations Techniques	108.00
Robert H. McGaughey	Publicity/Public Relations Techniques	108.00
Diana M. Spillman	International Cooking	153.00

7. Staff Personnel/Payroll Items

A. Resignations, Terminations of Contract, Discharged, Retirements

RESIGNATIONS

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Billy R. Stamps	Farm Laborer, Farm	4/ 3/81
Aileen P. Leslie	Bookkeeper II, Student Fin. Aid	3/ 4/81
Larry L. Orr	Mail Carrier, Post Office	3/31/81
John A. Bridges	Buyer, Purchasing & Gen. Services	2/27/81
Pat Smith	Oper. A, Util. Maint., Physical Plant	3/19/81
Sharon K. Boggess	Snack Bar Worker	2/ 6/81
James K. Burton	Painter, Physical Plant	2/ 6/81
Judith Fendler	Clerk, University Store	2/24/81
Sue A. Hutson	Receptionist, Housing Office	2/11/81
Kenneth Gremore	Custodian, Physical Plant	3/26/81
Gordon L. Beck	Custodian, Physical Plant	4/22/81
Kenneth Adams	Chief Accountant, Controller's Off.	6/ 5/81
Raymond Lane	Intern, Athletic Director	3/18/81
Reanna Todd	Graduate Assistant, Special Education	12/31/80
Pamela Blincoe	Graduate Assistant, English	3/ 7/81
Sandra J. Orr	Sec/Inventory Clerk, Purchasing	5/ 1/81
James R. Myers	Employment Coord/Wage & Salary Analyst Personnel Services	4/29/81
Jimmy C. Slack	Painter A, Physical Plant	4/20/81
Frank J. Boone	Asst. Employ, Skills Trainer, West KY Youth Skills & Training Center	4/20/81
Nancy L. Arvin	Lab. Asst., VDRC	6/ 2/81
Carita Lamb	Secretary, Home Economics	5/19/81
Vera Nordhoff	Secretary, Sociology & Anthropology	5/26/81
William F. Crouse	Horse Barn Manager, Farm	6/12/81
Linda Adams	Secretary, Social Work	5/21/81

Staff - Resignations, Terminations of Contract, Discharged, Retirements
(Continued)

TERMINATION OF CONTRACT

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Virgil A. Lyon	Carpenter A, Physical Plant	3/11/81
Homer T. Lovett	Carpenter A, Physical Plant	3/11/81
Joe P. Robertson	Carpenter B, Physical Plant	3/11/81
Thomas C. Jones	Carpenter B, Physical Plant	2/ 6/81

DISCHARGED

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Tina P. Hoover	Laborer A, VDRC	2/25/81
Jewell G. Puckett	Custodian, Physical Plant	2/19/81
Clare E. O'Neill	Graduate Assistant, Special Education	1/14/81
Richard Ellison	Custodian, Physical Plant	5/ 7/81

RETIREMENTS

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Carrie B. Curd	Salad Worker, Food Services	5/29/81
Marelle S. Andrus	Serving Line Worker, Food Services	5/29/81
Anna B. Cooksey	Custodian, Physical Plant	4/17/81

B. Staff - Leaves of Absence

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Cheryl O. Beamer	Secretary, Sports Information	4/16/81--8/1/81
R. Jo Leslie	Cashier, University Store	2/24/81
Ida Jo Worker	Custodian, Physical Plant	5/ 9/81--8/10/81
Lola P. Lewis	Secretary, Learning Center	6/19/81--8/17/81

C. Staff - Adjustments in Salary

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Al W. Johnson	Custodian, Physical Plant	From Custodian Leader at \$4.94 p/hr to Custodian at \$3.29 p/hr. effective 4/18/81
John E. Lax	Plumber A, Physical Plant	From Plumber B at \$5.59 p/hr to Plumber A at \$5.87 p/hr effective 4/4/81
Frederick K. Lee	Animal Caretaker, VDRC	From \$3.49 p/hr to \$3.85 p/hr effective 4/4/81; completion of study course
Edward W. Schnautz	Caretaker, Biological Station	From \$3.44 p/hr to \$3.94 p/hr, effective 2/21/81; position reclassified
Lenna K. Henson	Cook, Food Services	From Dishroom worker at \$3.10 p/hr to Cook at \$3.67 p/hr; effective 3/2/81
R. Marvin McDaniel	Electrician B, Physical Plant	From temp. Electrician A at \$6.78 p/hr to permanent Electrician B at \$4.95 p/hr effective 2/7/81

Staff - Adjustments in Salary (Continued)

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
R. Cullen Moody	Electrician A, Physical Plant	From temp. Elec. B at \$5.59 p/hr to temp. Elec. A at \$5.87 p/hr effective 2/7/81
Lloyd A. Cooper	Util. Maint. Oper. A, Physical Plant	From Oper. B at \$4.95 p/hr to Oper. A at \$5.87 p/hr effective 3/21/81
Charles Dugger	Custodian Leader, Physical Plant	From Custodian at \$3.20 p/hr to Custodian Leader at \$3.44 p/hr effective 2/23/81
Brenda C. Rowland	Data Base Analyst, Computing & Information Systems	From DBA Trainee at \$12,000 p/yr to Data Base Analyst at \$13,500 p/yr effective 3/1/81
Margaret E. Yuill	Bookkeeper, Student Financial Aid	From Fiscal Clerk G7 at \$4.23 p/hr to Bookkeeper at \$4.95 p/hr effective 3/2/81
Dorothy R. Halley	Fin. Aid Clk G8, Student Financial Aid	From Loan Clk G7 at \$4.23 p/hr to Fin. Aid Clk G8 at \$4.57 p/hr effective 2/16/81
Franklin P. Black	Computer Operations Manager, Computing & Information Systems	From Computer Oper. I at \$4.57 p/hr to Computer Operations Manager at \$16,000 p/yr effective 4/1/81
Pamela B. Clark	Sec./Inventory Clk, Purchasing	From Recept./Clk at \$3.67 p/hr to Sec/Inv. Clk at \$4.23 p/hr effective 5/1/81
Patti J. Baldree	Programmer, Computing & Information Systems	From System Programmer Trainee at \$4.50 p/hr (p-t) to Programmer at \$12,800 p/yr effective 5/11/81
Robert L. Richard	Admissions Counselor, School Relations	From \$10,500 to \$10,800 p/yr effective 1/28/81; error in initial salary
T. Michael O'Cain	Asst. Football Coach, Athletics	\$5,000 one payment adjustment; to be reimbursed by Donor Fund-Football
Talmadge E. Fannin	Act. Director & Assoc. Director, Physical Plant	Additional \$500 p/mo for Acting Director effective 1/1/81 until director is employed
Charles D. Kemp	Electrician A, Physical Plant	From temp. Elec. B at \$4.95 p/hr to temp. Elec. A at \$5.87 p/hr effective 4/18/81
Victor J. Palermo	Foremen, Custodial Maint., Physical Plant	From Custodian at \$3.10 p/hr to Cust. Foreman at \$4.57 p/hr effective 4/18/81
J. Clarence Hicks	Painter, Physical Plant (temporary)	From \$3.79 p/hr, Food Services to \$4.15 p/hr Painter, Physical Plant, temporary for summer, effective 6/1/81

Staff - Adjustments in Salary (Continued)

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Thomas C. Jones	Painter A, Physical Plant	From (temp.) Carpenter B at \$5.17 p/hr to Painter A (perm.) at \$4.23 p/hr effective 5/2/81
Robert G. Henson	Custodian Leader Physical Plant	From Custodian at \$3.10 p/hr to Custodian Leader at \$3.44 p/hr effective 5/2/81
Mark Underwood	Media Specialist Teaching and Media Resource Center	\$40.00 for tapes of Morgan collection payable 4/30/81

D. Staff - Employment

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Effective</u>
Kenneth H. Neagle	Model, Art Dept., temp	\$ 4.50 p/hr	2/24/81
Frances Williams	Model, Art Dept., temp.pt	4.50 p/hr	2/24/81
Helen J. Fox	Clerk, Admissions & Registrar, temp. pt	3.67 p/hr	3/16/81--5/ 1/81
Wanda G. Wright	Fiscal Clerk, Student Fin. Aid	4.23 p/hr	3/ 2/81
Nancy J. Mitchener	Copy Center Oper., Printing	3.94 p/hr	3/23/81
Robert E. Moyer	Buyer, Purchasing & Gen. Ser.	5.38 p/hr	3/ 9/81
Robert G. Henson	Custodian, Physical Plant	3.10 p/hr	3/ 8/81
Martin Bailey	Electrician A, Physical Plant	5.87 p/hr	3/16/81--3/30/81
Charles D. Kemp	Electrician B, Physical Plant	4.95 p/hr	3/16/81
L. A. Sykes	Electrician B, Physical Plant	4.95 p/hr	3/ 9/81
Irvin L. Miller	Oper. B, Util Maint., Phys. Plt.	4.95 p/hr	2/ 9/81
Melanie G. Norwood	Snack Bar Worker, Food Services	3.44 p/hr	2/ 9/81--2/13/81
Mary J. McGuire	Clerk, University Store	3.44 p/hr	3/10/81
Cindy S. White	Receptionist, Housing Office	3.23 p/hr	3/ 2/81--5/15/81
Charles M. Edwards	Plumber, Physical Plant	4.95 p/hr	4/13/81
Elizabeth Coursey	Snack Bar Wkr., Food Services	3.44 p/hr	2/16/81
David Hudspeth	Laborer, Physical Plant	3.10 p/hr	4/ 8/81--4/17/81
Dena J. Wisehart	Student Loan Clerk, Student Financial Aid	4.23 p/hr	2/16/81
Jackie L. Kerr	Computer Oper. I, Computing & Information Systems	4.57 p/hr	4/ 6/81
W. Rehna Owen	Farm Laborer, Farm	3.94 p/hr	3/30/81
Beverly J. Lewis	Clinical Audiologist, Spec.	4,000.00 per semester 1/1/81--6/30/81	
Thomas C. Jones	Carpenter B, Physical Plant	5.17 p/hr	4/ 6/81
Jimmy D. Ghan	Repairman, Sprinkler System, (temp. tull-time) Phys. Plt.	16.30 p/hr	3/28/81--4/9/81
James D. Puckett	Custodian, Physical Plant	3.10 p/hr	4/12/81
Thomas C. Buchanan	Custodian, Physical Plant	3.10 p/hr	4/19/81
Robert L. Fears, Jr.	Seasonal laborer, VDRC	3.00 p/hr	5/11/81
Tina R. Stone	Seasonal laborer, VDRC	3.40 p/hr	6/ 8/81
Jennifer E. Maher	Lab Tech., VDRC	3.52 p/hr	3/ 9/81
Sonya G. Adams	Seasonal laborer, VDRC	3.00 p/hr	3/ 8/81
Pamela J. Sullivan	Laborer A., VDRC	3.30 p/hr	2/23/81
Terry McClard	Laborer, Physical Plant (temp)	3.10 p/hr	5/11/81

Staff - Employment (Continued)

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Effective</u>
Harold Greer	Electrician B Physical Plant (temporary)	4.95 p/hr	4/27/81
Tommy Kimbro	Carpenter B Physical Plant (temporary)	5.17 p/hr	5/ 4/81
Audrey L. Newsome	Operator B, Physical Plant Utilities Maintenance	4.95 p/hr	5/ 5/81
Margaret Holbrook	Custodian, Physical Plant	3.10 p/hr	5/11/81
Mary L. Horton	Receptionist/Clerk, Purchasing	3.67 p/hr	5/ 8/81

E. Employment - 1980-81 - Fort Campbell Education Program

<u>Name</u>	<u>Position</u>	<u>Amount/Effective Dates</u>
Arnold S. Oaken	Education Director	\$25,424 p/yr 9/1/80
John Yates	Asst. Director	22,535 p/yr 9/1/80
Hugh Rider	HSCP Coordinator	19,465 p/yr 9/1/80-1/9/81
Charles Sheeks	Head Counselor/Registrar	17,800 p/yr 9/1/80-12/31/80
Charles Sheeks		1,500 term 1/5/81
		1,500 term 4/1/81
Carmen Holt	HSCP Teacher	408 term 4/7/81
Samuel Weakley	HSCP Instructor	500 term 11/25/80
Robert J. Mullins	Asst. Coordinator	1,500 term 9/2/80
Lesley Smith	Sec./Rec. Clerk	3.94 p/hr 1/1/81
Vivian L. Childs	BSEP Teacher	1,264 term 9/2/80-11/21/80
Frederick Butcher	Inst. Aide	5.60 p/hr 12/1/80
Doretha Cole	BSEP Teacher	1,264 term 9/2/80-11/21/80
Pat Riley	Counseling Inst.	12,000 p/yr 4/1/81
Adney E. Cross	BSEP Teacher	1,500 term 9/2/80-11/21/80
W. A. Dickson	BSEP Teacher	1,500 term 9/2/80-11/21/80
Susan L. Gordon	BSEP Teacher	1,312 term 9/29/80-11/21/80
Susan Herrington	BSEP Teacher	1,264 term 9/2/80-11/21/80
Mary A. Kelly	BSEP Teacher	1,400 term 9/2/80-11/21/80
Patricia Marquess	BSEP Teacher	1,312 term 9/2/80-11/21/80
Naron Rust	BSEP Teacher	1,500 term 9/2/80-11/21/80 resigned 9/26/80
Anna E. Berger	LRC Operator	7.01 p/hr 4/10/81
Gerald Froelich	BSEP Teacher	1,500 term 9/2/80-11/21/80
Marsha Routon	BSEP Teacher	1,216 term 9/2/80-11/21/80
Betsy Littleton	BSEP Teacher	1,456 term 9/2/80-11/21/80
Robert Slayden	BSEP Teacher	1,360 term 9/2/80-11/21/80
Kathleen Doyle	BSEP Teacher	1,264 term 9/2/80-11/21/80
Jana Rollins	BSEP Teacher	1,092 term 9/8/80-9/26/80
Kenneth Canady	MEOC Instructor	8.49 p/hr 4/1/81
John G. Lewis	MEOC Instructor	8.49 p/hr 4/1/81
James Armour	LRC Operator	7.01 p/hr 4/1/81
Ray Snapp	LRC Operator	7.01 p/hr 4/1/81
Gertrude Hart	Language Instructor	8.51 p/hr 4/1/81
Joseph Papaian	Language Instructor	8.51 p/hr 4/1/81
Helene Pertuis	Language Instructor	8.51 p/hr 4/1/81
Elfriede Russell	LRC Operator	7.01 p/hr 4/1/81
Cecil Hall	BSEP Teacher	1,500 term 9/2/80-11/21/80
Elizabeth Stewart	LRC Operator	7.01 p/hr 4/13/81-12/31/81
Billie J. Lee	BSEP Teacher	1,360 term 9/2/80-11/21/80
Jo Ann Locke	BSEP Teacher (pt)	700 term 9/2/80-11/21/80
Lucille Senseney	BSEP Teacher	32.50 p/da 9/5/80-9/26-80 1,300 term 9/29/80-11/21/80
Susan R. Shriner	Sub. Teacher	38.00 p/da 9/11/80 55.00 p/da 10/1/80-10/24/80
Marilyn J. Harris	BSEP Teacher	1,264 term 9/2/80-11/21/80
Mary F. Vidmer	Secretary	3.52 p/hr 8/18/80-3/30/81 3.94 p/hr 4/1/81-12/31/81
Sharon Wilkinson	BSEP Teacher	1,400 term 9/2/80-11/21/80
Marie A. Johnson	BSEP Teacher	1,050 term 9/8/80-9/26/80 1,400 term 9/29/80-11/21/80

Employment - 1980-81 - Fort Campbell Education Program (Continued)

<u>Name</u>	<u>Position</u>	<u>Amount/Effective Dates</u>
Gladys A. Adams	BSEP Teacher	1,140 term 9/3/80-9/26/80
		1,200 term 9/29/80-11/21/80
Samuel A. Weakley	BSEP Instructor	1,140 term 9/29/80-10/24/80
		1,200 term 10/27/80-11/21/80
Carmen S. Holt	Teacher	306.00 term 10/6/80
Jana S. Rollins	BSEP Instructor	1,456.00 term 9/29/80-11/21/80
Hugh L. Rider	Counselor/Instructor	1,500.00 term 1/5/81--1/30/81
		1,500.00 term 2/2/81--2/27/81
		1,500.00 term 3/2/81--3/27/81
		8.39 p/hr 4/1/81--12/31/81
Lydia Jimenez	Secretary	3.94 p/hr 4/30/81
Herman Scroggins	Test Examiner Substitute	6.00 p/hr 4/4/81
Carolyn Duplessis	Learning Center Operator	7.01 p/hr 4/4/81
Alvin L. Moore	Learning Center Operator	7.01 p/hr 4/4/81
Dorothy Adkins	Test Proctor	5.32 p/hr 4/27/81
Alex R. Askander	Language Instructor	8.51 p/hr 5/8/81
Fortunate Rowan	Language Instructor (Sub.)	8.51 p/hr 4/23/81
Brian Huestis	Language Instructor	8.51 p/hr 4/23/81

F. Staff Employment - Graduate Assistantships

<u>Name</u>	<u>Assignment</u>	<u>Semester Amount</u>	<u>Spring 1981</u>	<u>Summer 1981</u>
Jerry Zweigenbaum	Chemistry	\$1,800	X	
Donna C. Harris	Office Adminis. & Business Ed.	1,800	X	
Brenda G. Faughn	Office Adminis. & Business Ed.	1,800	X	
Cheryl C. Courtney	Biological Sciences	1,200	X	
Kathryn M. Fraser	MARC	1,800	X	
Milton E. Armstrong	Special Education	1,200	X	
Bruce K. Pickens	Counseling & Testing	600		X
Jeanette H. Gray	Counseling & Testing	600		X

8. Public Service Leave of Absence9. Promotions10. Miscellaneous Fee Adjustments

In an effort to adjust some of our miscellaneous fees to a level which more closely covers costs, we recommend the following course fee adjustments to the Board of Regents for their approval. Many of these fees have not been adjusted for several years, and the proposed new rates still compare favorably with institutions in our region.

<u>Course Fees</u>	<u>From</u>	<u>To</u>
AGR 101, 201, 304	\$26.00	\$35.00
ANT 300	10.00	12.00
ART (all courses except those presently excluded)	\$2/hr	\$3/hr
BIO 112, 115, 581	10.00	12.00
GSC 239	10.00	12.00
MUS 110, 111, 120, 210, 211, 310, 311,	2.50	3.00
MUS 141, 341, 512, 513	7.50	8.00
MUS 114, 115, 118, Sec 21-39 (.5 hrs; Summer only)	15.00	20.00
MUS 116, 117, 119, Sec 21-39 (.5 hrs; Summer only)	16.25	20.00

Miscellaneous Fee Adjustments (Continued)

<u>Course Fees</u>	<u>From</u>	<u>To</u>
MUS 114, 115, 118, 314, 315, 318, 614 615, 618, Sec. 1-19		
(.5, 1.5 hrs.)	30.00	40.00
(1.0, 3.0, 4.0 hrs.)	57.50	75.00
(4.5, 6.0, hrs.)	85.00	110.00
MUS 114, 115, 118, Sec 21-39 (1.0, 2.0 hrs.)	30.00	40.00
MUS 114, 115, 118, Sec 1-19 (2.0 hrs.)	57.50	75.00
MUS 314, 315, 318, Sec 1-19 (2.0 hrs.)	30.00	40.00
MUS 116, 117, 119, 316, 317, 319, 616 617, 619, Sec 1-19		
(.5, 1.5 hrs)	32.50	40.00
(1.0, 3.0, 4.0 hrs.)	62.50	75.00
(4.5, 6.0 hrs.)	92.50	110.00
MUS 116, 117, 119, Sec 21-39 (1.0, 2.0 hrs.)	32.50	40.00
MUS 116, 117, 119, Sec 1-19 (2.0 hrs.)	62.50	75.00
MUS 117, Sec 41-59 (1.0 hrs.)	32.50	40.00
MUS 316, 317, 319, Sec 1-19 (2.0 hrs.)	32.50	40.00
PHE 129, 140 160, 162	15.00	20.00
PHE Towel Fee	2.00	3.00
REC 350	15.00	20.00
SEC 310	5.00	NO FEE*
Courses taught at Biological Station (transportation fee)	15.00	20.00

* - Materials for which fee was established are no longer issued

Other Fees

Baccalaureate degree	7.50	10.00
Late registration (changing from per day basis to single rate 1.00)		10.00
Master's degree (including hood)	20.00	25.00
Voluntary change in schedule (changing from per course basis to single rate per change)	1.00	5.00 (deleted)
Reinstatement Fee**	NEW FEE	25.00

** - Registration of students who fail to pay by the established dates are purged from class listings. This fee will be charged of all students wishing to have their registration reinstated.

Miscellaneous Fee Adjustments (Continued)

Student Activity Fee Recalculation

Presently we charge a \$10 student activity fee for all part-time students taking 5 hours or more. Full-time students (12 undergraduate hours or 9 graduate hours or more) pay \$20 per semester. The assessment has created some administrative difficulties as well as being difficult to defend on the grounds of fairness.

I recommend that we recalculate our part-time student activity fee along lines utilized at other universities. This proposal entails charging \$1.00 for each undergraduate credit hour and \$2.00 for each graduate credit hour up to the full-time level of \$20.

11. Housing and Dining System Rates Adjustments12. Merger of the Department of Instruction and Learning and the Division of Educational Administration and Supervision and Higher Education

I recommend a merger of two divisions in the Department of Professional Studies (Higher Education and Educational Administration and Supervision) and the Department of Instruction and Learning to create a new department. This recommendation is part of the University's budget reduction plan and is consistent with efforts to bring greater unity to our teacher education program.

(Another organizational merger is under review)

13. Academic Program Elimination

I recommend the elimination of three academic programs, the cost of which cannot be justified in these difficult times by their sparse student enrollments. This action responds as well to the requests of both Governor John Y. Brown and the Council on Higher Education to eliminate duplicatory and unproductive programs.

If approved these programs will be phased out allowing enrolled student majors to complete degree requirements.

1. Baccalaureate degree in Geography
2. Baccalaureate degree in Library Science
3. Associate degree in Child Care

14. Financial Report for the period ending March 31, 1981 - Dr. Gray, Treasurer15. Report of the Budget Committee - Mr. Carneal16. Review of the Salary Policy - Mr. West17. Review of the Tenure Policy - Mr. West18. Review of the Academic Committee Structure - Mr. West19. Discussion of Summer Employment Policy - Mr. West20. Executive Session for Personnel Matter - Mr. West

Supplemental Agenda

May 9, 1981

1. Appointment of Chairman, Department of Accounting & Finance

I recommend the appointment of Dr. John A. Thompson as Chairman of and Professor in the Department of Accounting & Finance. Dr. Thompson, a Certified Public Accountant in both Kentucky and Tennessee, received his M.A. in accounting from the University of Missouri and his doctorate from the University of Arkansas. He joined the Murray State faculty in 1966 and has previously served as Interim Dean of the College of Business and Public Affairs.

Dr. Thompson is a widely recognized authority on auditing and serves on the national continuing education faculty of the American Institute of Certified Public Accountants. His appointment will be for the 1981-82 academic year at a salary of \$36,600.00.

2. Appointment of Chairman, Department of Sociology and Anthropology

I recommend the appointment of Dr. Dennis E. Poplin as Chairman of and Professor in the Department of Sociology and Anthropology. Dr. Poplin received his Master of Science from Utah State and his doctorate from Kentucky. He joined the University faculty in 1971 after having served at Texas Tech.

Dr. Poplin is widely recognized for his work in demography and the study of communities. He is the author of two of the leading undergraduate texts in Sociology. His appointment is effective July 1 at an annual salary of \$33,200.00.

3. Appointment of Chairman, Department of Speech and Theatre

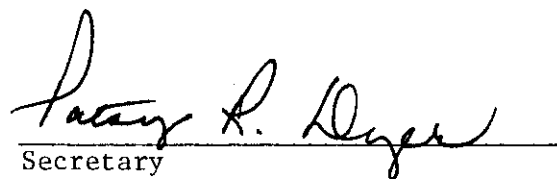
I recommend the appointment of Dr. James L. Booth as Chairman of and Associate Professor in the Department of Speech and Theatre. Dr. Booth received his Master of Science from West Virginia University and his doctorate in Communications Theory and Speech Education from Purdue. He joined the University community in 1976 after having served at the University of Washington.

Dr. Booth is widely recognized for his research in instructional communications and his professional standing in the Speech Communication Association. He served the University as Acting Director of the Teaching and Media Resources Center.

I recommend his appointment effective August 1, 1981, at an annual salary of \$30,500.00.

Mr. Christopher: Approval of the Minutes of the February 7 and 21, 1981, meetings. Those minutes have been mailed to you, and I think you had them for at least ten days. I realize they are rather lengthy. Any comments, additions, or corrections to these minutes? Do I hear a motion concerning the acceptance of these minutes?

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Secretary

Mr. Carneal: I move the approval.

Dr. Howard: I second.

Mr. Christopher: Any discussion? Being none, all those in favor, please state aye. Opposed, nay. The motion passes and the Minutes of the Meeting of the Board of Regents of the February 7 and 21, 1981, stand approved as presented.

Mr. Christopher: Committee Reports. Does the Audit Committee have a report?

Dr. Settle: Yes. As Chairman of the Audit Committee, I'd like to make a recommendation to the Board that we arrange to have James R. Meany and Associates be the accounting firm to audit the University for the 1981-82 fiscal year, and I so move.

Mr. Christopher: Do you know, Dr. Settle, are they prepared to furnish the Board with the report they were asked to make and never made that was requested by Mr. Overby?

Dr. Settle: I know nothing about the reaudit report.

Mr. Christopher: I think each member as well as Dr. Curris should be supplied a copy of the report of the reaudit.

Dr. Settle: I am sure they have a formal presentation. We can get that for every Board member and Dr. Curris.

Mr. McCuiston: What is the cost of this? What is their salaries?

Dr. Settle: It has been revised since the Audit Committee met; I'm going to let Dr. Gray answer that.

Dr. Gray: The revised estimate is \$35,294.00.

Mr. McCuiston: James R. Meany was picked out of a bunch of audit companies that submitted bids. Is that how that's done?

Dr. Settle: There was no bid this year.

Mr. McCuiston: A firm from Mayfield called me and said they had a lower bid last year when Meany was accepted as the bid for the University, and that's the reason I am asking the question.

Dr. Settle: I might need to address that issue. There were no bids taken this year. Simply stated, it was a combination of continuity and a few other reasons that we didn't take bids. First of all, it wasn't required by law. Secondly, they had been involved in the audit process last year. They had been involved in the reaudit process this spring. They were familiar with the present accounting system of the University which is in a transitional period that is evolving into a more fiscally sound system. They were familiar with personnel, and because of their familiarity and involvement this spring, we felt the best thing to do would be to continue with them for another year, and then to reopen the bids after the 1981-82 fiscal year. My understanding and our source said that it wasn't required by law to take bids for this issue, and from a continuity point of view and point of view of not appearing vindictive, if you will, since they were involved with the reaudit process this spring, we felt it best to continue with the same essential group. Dr. Gray, you want to address that?

Dr. Gray: What Dr. Settle has said to you to my knowledge is correct. We do have to get the approval of the State before we can award a contract, but we have been assured that with our recommendation, it would be no problem in that respect, so there is a clearance infused through the State on this. As you know, in the past, the State did the audit for the University. This last year was the first year we had a private firm do that.

Mr. McCuiston: I have had this firm contact me. They wanted a chance to bid on it this year. I've got to get back and tell them why, so they won't go ahead.

Dr. Gray: If the Board would like, I'd be happy to comment on why these other bids were not accepted last year.

Mr. Christopher: I don't think that is necessary.

Dr. Settle: I think the Committee would probably have felt better about taking bids this year, but again, we didn't want to appear vindictive, if you will, and we thought it best to continue with the same group this year; then in the 1981-82 year to open bids. They've been involved throughout the year as all of us well know a number of times, and they were very, very familiar with our accounting process, with personnel, etc. It seems like we are in a transitional period as concerning the management letter and changes that are taking place now, and it's best for them to follow through with their present approach.

Mr. Christopher: Is there a second to Dr. Settle's motion?

Mrs. Page: I second.

Mr. Christopher: Is there further discussion? All those in favor, please state aye. Opposed, nay. Motion passes; and if you would, Dr. Settle, please check into getting that report. We will leave it up to your Committee to decide whether or not that should be presented in a written presentation or whether you want to ask them to make an oral presentation stating their claim.

Any other committees wish to report at this time? Mr. Clark, let me ask you, if I could, you were on the Student, Alumni, and Academic Affairs Committee and what else?

Mr. Clark: The Audit Committee.

As Chairman of the Student, Alumni, and Academic Affairs Committee, the situation that I brought to the Committee--I think the meeting before last--has been taken care of, and if any of the members would like to know what the result was, I'd be glad to tell you. It was a personnel matter and all the letters have been dealt with and are finished, and there's nothing for the Committee right now.

Dr. Howard: Mr. Chairman, one item from the Physical Plant Committee, but I think if we are going to have an executive session it would be best to wait until then as it concerns a property acquisition.

Mr. Christopher: Regarding the executive session that is on the agenda, Mr. West says he is going to take up in public session. Do you need to call an executive session?

Mr. Carneal: Let's have one on wages.

Mr. Christopher: But, it does concern property acquisition?

Dr. Howard: Yes.

Mr. West: The ad hoc Bylaws Committee. Patsy has received copies from the Association of Trustees and that information is now available in addition to all the other bylaws from other universities. From my point of view, I will not be teaching this summer, and if this Board does want to develop bylaws, perhaps this summer would be a good time to work on that for presentation, but again, I want direction from the Board.

Mr. Christopher: Mark, would you be willing to serve on that committee?

Mr. McClure: Certainly.

Mr. Christopher: Anyone else that would be interested in working on that? Mark, Steve, and I will try to get together, and we will constitute the Bylaws Committee. If anyone would like to serve, we'd be glad for them to participate.

Mr. Morgan: Mr. Chairman, while we're talking about committees, has it been the policy, or would it be appropriate, or is it required, or should it be required that all Board members be notified when these various committees have their meetings, so that if any of us are not on that committee and we'd like to have input, we would be aware of it. Wouldn't it be wise for us to be advised? For example, we had a Budget Committee meeting on the Fourth. I received that information the day I got my agenda, and I had some information and I might have had some input. I'm not picking on that Committee, but I was not aware that Committee was meeting until that afternoon when I got my mail. I'd like to recommend that all Board members be advised at least ten days before any meeting is conducted, or at least come up with some kind of time frame in our bylaws so we know when these committee meetings are going to be conducted.

Mr. Christopher: I think that's a point well taken, and if we can coordinate that through Mrs. Dyer, we can ask that you try to give ten days notice. There's a lot of time when that's difficult to do.

Mr. Morgan: I think the bylaws will address this once we get them.

Mr. Christopher: I will ask all chairmen of these committees to try as best you can to give ten days' notice to her, and then if you would send out a postcard or some notice, Patsy, to all the members of the intent of the committee to meet and its time. Any other committee reports?

Let's go to the Report of the Dean of Admissions and Registrar.

Dr. Curris: If I might just interject one thing, Mr. Chairman. I did not list the President's Report because we had a rather lengthy agenda, but there are three things that have come up in the last week that I did want to call to the attention of the members of the Board. First of all, several of us were in Dallas, Texas, this past week meeting with the Boy Scouts of America officials. The agreement that was hammered out by Mr. Parks, General Counsel for the Boy Scouts of America, and Mr. Overby has been concluded in the sense that everyone agrees on the language involved, and they are typing a clean copy and will be taking that copy to their Contracts Committee for clearance. As soon as we receive a clean copy, we will forward it to every member of the Board, and I presume within a very short time, we will have the formal signing ceremony.

Secondly, I am very pleased to announce that the programs of the College of Business and Public Affairs have been accredited. The undergraduate accreditation in business was renewed and the master's program was accredited initially. There is full accreditation for both so we will have accreditation for a period of ten years and that is a singular compliment to the Dean of the College and to the faculty of that college. I would point out that Murray State University and the University of Kentucky are still the only two universities in this Commonwealth that have full professional accreditation from the American Assembly of Collegiate Schools of Business.

Thirdly, arrangements have now been finalized for groundbreaking ceremonies for the Veterinary Diagnostic and Research Center, that will be known as the Breathitt Veterinary Center, in Hopkinsville next Thursday afternoon and Governor John Y. Brown will be present for these ceremonies. Certainly, we invite any Board members who have the opportunity to come to Hopkinsville on Thursday at three o'clock.

Mr. West: Mr. Chairman, I am in the College of Business and Public Affairs, so indulge me; I am also very proud of that college. I talked with the Dean this morning and one additional fact comes with the master's program. Only twenty out of forty-two schools that were seeking accreditation gained that at this time, which I think speaks well.

Report of the Dean of Admissions and Registrar

Mr. McCuiston moved and Dr. Howard seconded that the following Report of the Dean of Admissions and Registrar be accepted as presented and that degrees be conferred as listed.

ASSOCIATE OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Kelsey Haydon Crisp

ASSOCIATE OF SCIENCE

Charles T. Browder
John Alan Carrico
David Michael Davenport
Mary Theresa Ricigliano Fell
Norman Carlton Fell
James Dennis Gray
Julie A. Hermann
Ben Allen House
Rhonda Denise Hunter

Randall Wayne Jones
Jeffrey Scott Kerr
Merry Elizabeth Klus
Mark Bradley Lyles
Michael Norman
Daniel C. Terrell
Glen Dale Thweatt
Jerry Lynn Thweatt
Beryl Elaine Walker

ASSOCIATE OF ARTS

Annette Marie Carter
Janette M. Carter
Phyllis Eugenia Elliott
Patty Lou Garrett
Franklin Glur
Eric W. Kelleher

Jackie L. Kerr
Yvonnia Janese Rhew
Timothy Charles Shelby
Roy Robert Tabor
James Edgar Underwood
Evonne F. Williams

BACHELOR OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Mary Ann Bratton

Harold Curtis Hinderliter

BACHELOR OF MUSIC EDUCATION

Debra Alison Dobroth
Timothy Craig Hawkins
Julia Lynn Heil

Donald Hallin McClure
Cynthia Lynn Noffsinger
Laurie Ann Norman

BACHELOR OF MUSIC

Constance Sue Nagy Ottway

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Sue Steinkamp Berkley
Elizabeth Ann Booth
Jane Mary Borrill
Michelle Anette Burdge
Tina Louise Campbell

Kimberly Ann Cleveland
Martha Lynn Cook
Sharon Lea Coomes
Nancy Carolyn Cox
Sherry Lee Snyder Crittendon
Linda Jane Cropp

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 Susan Jane Davies
 Antoinette Marie Dias
 Eric Evan Edwards
 Julie Ann Eger
 Deborah J. Enoch
 Terri Lynn Erwin
 Nancy Carol Featherstone
 Debra Jo Flamm
 Tamera Renee Foster
 Roberta Mohlin Garfield
 Holley Green
 Connie Sue Heflin
 Cindy Renee Henley
 Jennie Hancock Hise
 Angela Denise Jones
 Lucinda Melissa Kennaday
 Barbara Ann Kimble
 Diana K. McKinnis

Donna McCullin McNeely
 Jeanna Kay Meriedeth
 Joe Ray Moore
 Sharon Ann Mudd
 Julia Raneé Proudfit
 Nancy Dorann Reid
 Teresa Lynn Riddle
 Belinda Jo Riley
 Ginger Renee Riley
 Rebecca K. Schmidhuber
 Linda Marie Schrock
 Susan Kay Seelye
 Claudia June Stevens
 Sharrie J. Oliver Thompson
 Mary Paula West
 Alison Jean White
 Elizabeth Farmer Williams
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 Eleanor Guthrie Woolbert

BACHELOR OF SCIENCE IN HOME ECONOMICS

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 Sherry Dianne Farmer
 Margaret Carolyn Brock Lee
 Michelle Terese Marie Lesnick
 Regina Joy Lovett

Crystal Almy Lyons
 Sherri Denise McDaniel
 Karen Pfeffer Sagaskey
 Mary L. Seidel
 Katrina K. Trader
 Sherry Annette Young

Leonel Wilfrido Ziniga

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 Patricia Jo Baggett
 Tina Renee Baggett
 Patti Jo Baldree
 Terrance Lee Barth
 Kimber Lewis Barton
 Debra Louise Bass
 James Heyward Bedwell
 Diane Ruth Beeny
 Lou Ann Blackburn
 Gail Ellen Blackketter
 Floyd Keith Brown
 Thomas James Cannady
 John William Clapp
 Daniel Fletcher Coe
 Ellen Page Conway
 Melanie Cox
 David Milton Dean
 Sebrina Jean Douglas
 Margaret Ellen Dowdy
 Palmer Gene Edwards Jr.
 Gary Owen Epling
 Larry G. Evans
 James S. Fechter
 Jolene Belcher Fechter
 Vanessa Stone Fike
 Robert Gregory Fox
 Edward Alan Cash
 Edith Kay Glover
 Patricia Ann Glover
 Richard J. Hall

Ruth Annette Hall
 Stephen Lucien Hancock
 Mitchell Ray Henson
 Timothy L. Hickerson
 Delores Kay Honchul
 Sheri L. Hook
 Michael A. Hovatter
 Timothy Ray Hughes
 Deborah Lynn Hyatt
 Ricky Joe Jackson
 Michael J. Johnson
 Larry K. Kerley
 Jackie Lee Kerr
 Mary Kaye Kimmel
 Samuel Montgomery Lady
 Cereta Lawrence
 Robert C. Leath
 Jacqueline Lee Liles
 Beth Louise Luyster
 Stephen Davis Massey
 Teresa Ann Mathis
 David McDaniel
 David Wayne McFarland
 Tamara Jo McMillen
 Terri Anne McNeilly
 James Thomas Mitchell
 Mark Allen Moore
 Gary John Moser
 Charles Brent Moss
 Teresa Flowers Moss
 Dan R. Mullen
 Christopher Jerome Nalley

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 David Andrew Pratt
 David Alan Presson
 Lowell Edward Reagan
 William Richard Robertson
 R. Steven Roediger
 John Matthew Russell
 Joan E. Sawyer
 Sharon Lynn Shemwell
 Kelly Huey Shuemaker
 Wesley Allen Sirles

Terry Lynn Skaggs
 R. Marie Smith
 Jon Kent Stanley
 Libby Carol Stone
 Marvin Robert Sympton
 William Guy Towers
 Jonathan V. Troop
 Lisa Lynn Vaughn
 Leigh Annette Ware
 J. Bryan Watson
 Terri Renee Whitehead
 Susan Denise Williams
 David James Young
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 Gregory William Davis
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Karen Lee Hill
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 Teresa Marie Stone
 Judith Louise Suiter
 William Armistead Talley

Kevin Ralph Weber

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 Shelia May Adams
 Leitha Ann Adlich
 Phillip D. Allen
 Jeffrey Dyer Armstrong
 Dorothy Ann Ashby
 Jimmy Ray Ashford
 Gary Lynn Atkinson
 Deborah Baker
 Sharon E. Barrett
 Debora A. Barth
 Patsy Lee Barton
 Nita Louise Baugh
 Nancye Loren Beard
 Michelle Delane Beasley
 Philip Wesley Beckman
 Jackie Rene Bell
 Vanessa Lynne Belt
 Randall C. Benham
 Deborah Ann Bennett
 Lamont Anthony Bibbie
 Thomas Joseph Bilotta
 Patricia Lynn Bittel
 Scott Joseph Blackburn
 Dickie Joe Blandford
 Dana Marie Bleem
 Barbara Jean Blivin

Mary R. Block
 Timothy Allen Boisture
 Kathryn Marie Boswell
 Susan Denise Bowman
 Kim Karisse Brandenburg
 Michael Paul Braverman
 William Michael Breslin
 Edna Yvonne Brim
 Kathy Lynn Briscoe
 Samuel Douglas Brooks
 Tyrus James Brown
 Mary Margaret Browning
 Connie Jo Buchanan
 Sheila E. Bumpus
 Rhonda Gail Burchett
 Karen Burman
 James Patrick Bush
 Gerry Thomas Cagle
 Charles R. Campbell
 Deborah Ann Campbell
 Franklin D. Canterbury
 Bruce Edward Carr
 Danny Earl Carroll
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 Edward W. Carroll
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 Sandra Faye Dunn Crowley
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 Robert Edison Dodson
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 Michael Lynn Donohoo
 Patty Elisa Dorroh
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 Kathleen Decker Emerson
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 Paula Lee Foree
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 Roy Allen Fowler Jr.
 Jerry Lee Frank
 Teri Morris Futrell
 Carla P. Galloway
 Preston Lee Gambrell
 Elizabeth Ann Geishert
 Sandra Marie Vogt Gentry
 Ghaffarinikou Nader
 Sherry Kay Gilliam
 Daniel L. Glass
 Myra Summerville Gradisher
 Sterling Christine Lile Grant
 Deborah Rogers Gray
 Keith Hernandez Gray
 Deanna Jean Groehn
 Jennifer Ann Groehn

Barry Keith Groves
 Allen Dean Hack
 Ken Ray Haggard
 Patrice Hairlson
 Gregory K. Haley
 William M. Hall
 Philip M. Hamra
 William Kent Haneline
 Julie Minette Hanson
 Karen Marie Harding
 Sara Jo Harned
 Elizabeth Kenney Harper
 Betty Ann Harris
 Doran Lane Harrison
 Patricia Lynne Hart
 Cherul Lynn Hawkins
 Bliss Luann Haws
 Judith Ann Hayden
 Katherine Ramage Haygood
 Billy Dale Heady
 William Brandon Henshaw
 Marsha Jarvis Hetrick
 Kristi Dawne Hicks
 Cordelia Ann Hiter
 Richard Lee Hoffman
 Michael Ernest Holland
 Jon R. Holloman Jr.
 John Robert Holloway
 Margaret Allyson Holt
 Jon Howell
 Randall Andrew Huey
 Julie Diane Huff
 Edrie C. Hunt
 Kenneth Dean Hunt
 Beth R. Hurter
 Randall A. Hutchens
 Donna Kay Hylton
 Ricky Alan Jackson
 Mark Douglas James
 Donald R. Jefferson
 David S. Jennings
 James C. Johnson
 Jan Nell Johnson
 Lennie Carol Jolly
 Angela Carol Jones
 Lou Ann Jones
 Randall Wayne Jones
 Jay Alan Jordan
 Gervis Wilton Kaler
 Leah Kathryn Kauffman
 Susan Grace Kays
 Eugene Keener
 Joyce A. Keesy
 Jennie Ann Kenady
 Kenneth Edward Klein
 Linus Adam Kodman
 Pamela Kay Koester
 Pamela Kaye Kuegel
 Wesley Troy Kyle Jr.
 Susan Gail Lamb
 Cheryl Janece Lancaster
 Richard W. Lanpher Jr.
 Beth Ann Lawter
 Dianna Kay Lee
 Julia Rose Leonard
 Janet Elizabeth Lester

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John Longard	Alan Layne Russell
Mary Elizabeth Losch	David Michael Russell
Amelia Kay Lovett	Daniel Scott Ryan
Mark Bradley Lyles	Linda S. Sacks
Janice A. Lynch	Cynthia Elaine Sanders
Laura Ann Lynn	Sheila Kay Sanderson
Lisa Jane Lynn	Christopher W. Sanford
Leah Margaret Mansfield	Linda Gail Sarrett
Mavrokordatos Loucia	Robert Edwin Sasseen
Charles Randall May	Susan Scheffer
Janice Lee McCracken	Jennifer Susan Schmitt
Billy Joe McDougal	William Tyler Seale
Lisa Louise McDowell	Vera M. Shanklin
David L. McGullion	Laura Lee Sharp
Cynthia Lou McKnight	Cynthia Draper Shaw
Patricia Lynn Melvin	C. Randall Shively
Christopher Olawunmi Mendes	Bobby Dean Sides
Barbara G. Merrick	Lisa Kay Siegert
Dana Lee Milam	Stanley Keith Simmons
Thomas M. Minor Jr.	Dexter Slaughter
Darrell Ray Monroe	Dennis Lee Smith
Harold Jay Monroe	Norbert Jean Smith, Jr.
Shannon Bennett Montgomery	Randy Edward Smith
Laura Anne Moore	Rebecca Ann Smith
Mary Ruth Morgan	Barbara Gail Smotherman
James Thomas Morton	William Barry Snow
Mark Anthony Mucci	Richard Lee Snyder Jr.
Robert Charles Muhlethaler	Michelle Faith Soncrant
Sondra Diane Mullins	Jane Louise Spahn
Dennis Brian Murphy	Linda Sue Spees
Thomas Edward Myers	Kimberly Kay Spencer
Sherry Nall	Mary Amanda Stedelin
Mark Allan Nelson	Marilyn McKinney Stevens
Barry E. Newsome	Darryl Jay Stinnett
Michael Norman	Linda Payne Stroud
Linda LaNell Oliver	Kelley Ann Sullivan
Mary Nanette O'Nan	Sandra Kaye Swann
Theodore Pacholik Jr.	Stanley Keith Swearingen
Becky K. Pandolfi	E. Bruce Taffer
Stanford S. Patrick	Tammy Jo Tapp
Francine Louise Perkins	Ricky Jay Taylor
Judy Pharris	Janet Lynn Thompson
James Otis Piggott	Timothy Wayne Tillotson
Donna Kay Pollard	Bradford E. Tinsley
Tamara L. Porter	Beverly Renee Tobey
C. Brad P'Pool	William Gregg Travis
Scott Bradley P'Pool	Laura K. Turney
John Brandon Price	Carol Christine Ullerich
Melissa Jane Prigge	Yvonna Carol Utley
Reta Karen Ford Proctor	Lori Jo Vaughn
Patty Lee Puryear	Linda Joyce Mayfield Vestal
Larry P. Pyla	Martha F. Vincent
Mary Karen Quarles	Mark Cullen Vinson
Karen Faye Ramey	Janet Wadlington
Karen Janette Reynolds	Deborah A. Wagaman
Teresa Carol Rice	Judy Carol Wagoner
Paula Earhart Riddle	Janice Birdsong Walker
Lisa Jeanne Risley	Michael Dale Walker
James Robeck	Toni Marie Warren
Michelle Denise Roberts	Lisa Gail Watkins
Janice Kay Rose	Cecelia B. Watson

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 Rodney Dean Watson
 Laura Jean Weaver
 Jackie Chaudoin Wedeking
 David Weisenberger
 Dan West
 Ernest R. Whitehead
 James A. Whitlock
 Lawrence Daniel Wiedenhofer
 Ellen Louise Willett
 Michael Bryant Williams

Peggy J. Williams
 Rebecca Jo Williams
 Shelley Ann Williams
 Susan Rochelle Williams
 Tamarah Gail Williams
 Amy Lynn Wilson
 Johnny Jetton Witt
 Walter Y. Wood Jr.
 Charles J. Wooldridge
 Cindy Diane Wyman
 Jennifer Lynn Yarbrough
 Michael William York

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 Kim Maura Cwiak
 Donald Ray Gage
 Russell C. Grimes

Keith Leigh Hall
 Desiree Lynn LaOrange
 Rebecca Lynn Stewart
 Bryan David Tribble

BACHELOR OF ARTS

Lori Rae Adams
 Sarah Ann Aydt
 Joseph W. Baumgardner
 Lisa Fay Bell
 Kelyn JoAnn Brannon
 Thomas Charles Call
 Autumn Faith Corns
 Dorothy Louise Curtsinger
 Luke James Curtsinger III
 Johnnilyn Giselle Davidson

Deborah Rae Franklin
 Roberta Holstein
 William Gordon Howe
 Michael Paul Klis
 Claire A. Lafoon
 Melanie Annette Martin
 Andrew Joseph Robitschek
 Lawrence Allen Schaper
 Kathleen Ann Stockton
 Gay Lynne White

MASTER OF ARTS IN EDUCATION

Julia Kay Pinkley Arterburn
 Sara Thieleman Atherton
 Roland Eugene Atkinson
 Bill B. Bauer
 Wilma Stark Beatty
 Bertha Kavanaugh Bennett
 Susan Utterback Bethel
 Brenda Blewett Black
 Jackie Hank Cameron
 Mary Lowry Chandler
 Anita Carol Chaney
 Debra C. Choate
 Fayrene Diane Christensen
 Donald L. Cleaver
 Pamela Fay Broach Cloar
 Carolyn Sue Connors
 Pamela Lynn Cotton
 Diane Griffin Crowder
 Cynthia Marie Bugg Davis
 Michael F. Donahue
 Brenda Carol Durbin
 Roy Elgon East
 Ted Ray Fields
 Deborah Ann Frank
 Donna Lewis French
 Julia Marie Gause
 Barry Allen Glisker
 Mary Nell Glover
 Martha E. Goodman

Jack Lynn Goodwin Jr.
 Carolyn Stalion Grainger
 Cynthia Dodd Guinn
 Sue Ellen Harrington
 Deborah Francis Harris
 Margaret Ellen Hopson
 Gerald Dwayne Howard
 Dean Jones
 Camille Ann Kirtz
 Anna Bain Ladt
 Donna Sue Leigh
 James Wilson Lutz
 Jane Elizabeth Magnus
 April Massey McNew
 Janet Williams Medley
 Jackqueline Joan Mounts
 June Thornton Nicholson
 Donna G. Nunn
 Bonnie Norris Nute
 Twila Gale Oglesby
 Gay Kruger Orrahood
 Roger Dale Pierce
 Donna Finger Pruneau
 Debra Cereese Pyles
 George W. Radford
 Anna Roberts Randolph
 Hiler Jones Redd
 Patricia Chandler Sellers
 Rhonda Williams Siewert

MASTER OF ARTS IN EDUCATION (Continued)

Steven Owens Spurger
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Norma J. Thompson
Lila Jean Todd
Michael L. Travis
Judy Hannon Tucker

Nancy Sue Vance
Carroll Gordon Wadlington
Wayne Wadlington
Carolyn H. Warner
Cecelia Wilson Watkins
Sharon Effinger Willis

Peggy Adams Willoughby

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Steven R. Bourne

MASTER OF BUSINESS ADMINISTRATION

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Kenneth G. Beavin
Ronald Kenneth Dierolf Jr.
Bruce Lynn Ford
Robert George Gass
David Lee Hancock
Mark John Harold

Michael John Johnson
Chris L. Jones
William Richard MacAdoo
David Chris Mason
Deborah Hughes Newell
Henry Almon Ruttinger
Johnnie L. Theriac

MASTER OF SCIENCE

Leslie Wayne Bean
Emmitt Craig Carney
Roy Richard Carrier Sr.
Stephen Hal Cobb
Karen Ann Covington
Jonda Lee Crosby
Patricia Bradley Fowler
Joyce Ann Gilmer
Heide E. Hepler
Connie K. Hibbs
Vicki Lynn Hogan
Vicki Dee Hughes
Beverly Jones-Lewis
Carl Loye Lackey
Brenda Lamb Lessmann
Charles William Martin
Sandra Ann Morrow

Kenneth Joseph Newton
Wipawan Nisamaneepong
Gary Lee Nordman
Lawrence Franklin Orr
John R. Paris
Heather Rachel Pittmen
Donald Edward Sanders
Franklin Raymond Saul
Phillip Curtis Sawyer
Corrine Sheppard-Borton
Johnnie Glenn Stockdale
John William Thomas
Reanna Louise Todd
Charles Mitchell Torain
Janice Tucker
William Gwynne Waters Jr.
Joyce McCubbin Wooldridge

MASTER OF ARTS

Andy Odasuo Alali Jr.
Delethia Renee Bethune
Gregory Kimbal Culver
Roberta Hilt Fancher

Thomas John Friedlund
Kandis Klee Jennings
Martha Watts Moore
Mark Preuss Robinson

Bonnie Jean Young

SPECIALIST IN COLLEGE TEACHING

Robert E. Armbruster

Robert Henley Lewis

Upon call for the question, the motion passed unanimously.

Faculty Personnel/Payroll Items

Dr. Settle moved and Mr. Carneal seconded that the Faculty personnel payroll items listed in item 6 of the agenda be approved.

Mr. Christopher: Is Don Hunter still on the payroll?

Dr. Curris: No. All of these people (on leave of absence) are on leave without pay. The policy of the Board of Regents is when an individual is on leave for the first year, the University will fill that position with a temporary person, and the position will be held for the individual when he returns. If he asks for a subsequent leave of absence, we recommend it to the Board, but the policy of the Board is clear that the position at that point will be filled by a permanent replacement and there is no legal obligation on the part of the Board to hold that position or to offer the position to the individual should he return. For example, an individual has been gone for two or three years and subsequently seeks to return to the University, if a position comes open and if he should qualify for it in terms of specific qualifications, he or she would have priority on it. There's no legal obligation in reference to Don Hunter.

Upon call for the question, the following voted: Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, abstain; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passes.

Staff Personnel/Payroll Items

Mr. Carneal moved and Mr. Woodall seconded that the Staff personnel payroll items listed in item 7 of the agenda be approved.

Mr. Morgan: Could someone explain why there are two or three people whose salaries are now reduced. I noticed that there were two or three adjustments in salaries that were down instead of up.

Dr. Curris: Mr. Morgan, could you point out?

Mr. Morgan: When I went through these at home, two or three of them have been reduced instead of raised.

Dr. Curris: I see a Thomas C. Jones who was employed on a temporary basis as a carpenter and has accepted a painter's position which is a permanent position and according to our compensation schedule Painter A's are paid less than Carpenter B's. It is a change of position. He left a temporary position that was going to end and took a permanent position at a lower salary. That's one I do see.

Mr. Morgan: The first one--Johnson?

Dr. Gray: In this case, Mr. Johnson requested to be relieved of his responsibilities as Custodial Leader and asked to be reinstated in his previous position as Custodian which pays less money.

Mr. Morgan: Are all the changes in here, Dick, similar to that?

Dr. Gray: To my knowledge that would be the case. I would have to look at the specific person to be certain of that.

Mr. McCuiston: How many do we have employed at Fort Campbell? I see we have several on the list.

Dr. Curris: What you see at Fort Campbell is that, in dealing with the United States Army, their requirements and programs really change. They'll want a given training program for a given period of time; they cut off that program and throw something out for bid. You might get it and you might not, so what you have there is a compilation of various positions that have occurred at Fort Campbell this year.

I would call to your attention that even though we've had several meetings of the Board since February 7, those were in essence special meetings so we have for a very long period of time a lot of personnel action that has not been acted upon by the Board.

- Mr. Morgan: Dick, is there anyone in here that has questioned the change in his wages or salary?
- Dr. Gray: Not to my knowledge.
- Mr. Morgan: Or complained about any changes?
- Dr. Gray: Not to my knowledge.
- Mr. West: On the termination items, are those the types of matters that would have to be discussed in executive session or are those terminations resulting from natural courses of events?
- Dr. Gray: Are you speaking of the carpenters?
- Mr. West: Yes.
- Dr. Gray: Those were temporary employees, Steve. We in certain times of the year hire people as temporary work crews. It is a seasonal sort of thing, and they understand that when they are hired. Some of them apply for current positions, as in the case Dr. Curris mentioned, and are placed in current positions.

Upon call for the question, the following voted: Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, abstain; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. West, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Public Service Leave of Absence

- Dr. Curris: I forwarded to all members of the Board the request of Mayor Melvin Henley that if he is reelected as Mayor of the City of Murray, his public service leave of absence which is an unusual leave of absence be continued by the Board. That leave of absence, if you will recall, as it was approved four years ago was that he go to three-quarters time at the University and that the one-quarter release time would be used for his work as Mayor of the City of Murray and the total compensation that he received was equal to what his total compensation would have been at the University, so you have before you the letter (following) from Mayor Henley. The Board's policy in this regard required the Board to make a separate judgment so it is listed there accordingly, but I so recommend to the Board.

April 17, 1981

Dr. Constantine Curris, President
Murray State University
Murray, Ky. 42071

Dear Dr. Curris:

I request your permission, and through you the permission of the Board of Regents of Murray State University, to serve, subject to reelection, as the mayor, of the City of Murray. A number of local businessmen are concerned about City Government and have convinced me to file in the upcoming Primary Election.

It is my belief that I have been able to carry out my responsibilities at Murray State while serving effectively in the Mayor position during the past three years.

I would expect to continue the quarter-time reduction in pay and time that is presently in effect. The net result of this arrangement is that I have received less salary in the combined positions than I would have received in my Associate Professor position alone. However, this serves to emphasize the point that I have been involved in City Government for the service that I can render the community and not for personal gain.

Best wishes to you and the Board, I wish all of you continued success in your endeavors to move our University forward.

Sincerely,

/s/ Melvin B. Henley
Mayor

Mr. McCuiston moved that a public service leave of absence for one-quarter time for a four-year period commencing January 1, 1982, be approved for Dr. Melvin Henley provided he is reelected Mayor of the City of Murray. Mr. Carneal seconded and the motion passed.

Promotions

Dr. Curris recommended the persons listed in item 9 of the agenda be promoted to the rank indicated.

Mr. Morgan: Who makes the recommendations?

Dr. Curris: The recommendations, according to the promotions policy of the Board initiate with the departmental chairmen except in those instances where a chairman may be up for promotion, then there is a recommendation from the dean of the college. There is then a review by the Promotion and Leave Committee. Then, the Vice-President for the Academic Program reviews all recommendations, makes his recommendations to me, and I, in turn, recommend to the Board, so it is a five-stage process.

Mr. Morgan: Is there anyone who was recommended for promotion through the process up to the Academic Vice-President that is being denied promotion or that you or Dr. Butwell have not recommended on this list?

Dr. Curris: Yes. I don't know if I have that list with me, but I do recall three, four, or maybe five recommendations that were recommended by the Promotions and Leave Committee that Dr. Butwell did not recommend to me.

Mr. Morgan: What relief do they have once it gets to Dr. Butwell or yourself if they've been recommended by all their peers, by their department, and by their dean? What protection do they have at that stage? Do they have any? Is there a way to appeal?

First, I'd like to be provided the names of those who are not being recommended. In the future, I'd like for those who are not being recommended to be presented to the Board, along with those that are being recommended.

Dr. Curris: To clarify, you would like the names of those individuals...

Mr. Morgan: Who have been recommended all the way through to the Academic Vice-President and at that point they are not recommended.

Dr. Curris: Okay.

Mr. Morgan: There is a question in my mind: why they would be recommended all that way through, and then what relief do they have, or are they at the mercy of the Academic Vice-President or yourself at that point if you decide you don't want them to have it. I guess my question is why go through this process if they can be stopped at that time unless there is some way for them to appeal or to be heard.

Dr. Curris: Let me answer the second part of the question about the appeal procedure. There is a policy of the Board that was hammered out with considerable amount of debate that indicates an individual who feels that he has been wrongfully or inappropriately denied

- Dr. Curris: promotion can go back to the Promotions and Leave Committee and ask for a reconsideration. As a matter of fact, those individuals can likewise go to the Vice-President or the President and ask for reconsideration. There was some thought about having a separate committee to handle appeals, but that was turned down, largely at the insistence of the Promotions and Leave Committee that felt any kind of promotion denial should go back to them. So, there is a procedure in effect.
- Mr. Morgan: But that procedure still must pass the Academic Vice-President or the President in order to get to the Board of Regents even if they appeal. It does not guarantee them any access past that particular stage.
- Dr. Curris: That is correct.
- Mr. Morgan: Mr. Chairman, I would like to see us investigate that particular procedure and see if there is equity there or if there is opportunity for inequity as the system now appears to be.
- Mr. Christopher: Would you be satisfied if at the next meeting Dr. Curris presents to us that policy as well as a list of those that made it to the Academic Vice-President?
- Mr. Morgan: Yes.
- Mr. West: I would like to move that the following recommendations for promotion be accepted:

<u>Faculty</u>	<u>Department</u>	<u>New Rank</u>
Ruby Black	Nursing	Assistant Professor
John Griffin	Library Services	Assistant Professor
Roy Helton	English	Assistant Professor
Suzanne Keeslar	Foreign Languages	Assistant Professor
Jerry Speight	Art	Assistant Professor
Bill Allbritten	Counseling & Testing Center	Associate Professor
Robert A. Batts	Computer Studies	Associate Professor
Wayne Bell	Mathematics	Associate Professor
Terry Foreman	Philosophy & Religious Studies	Associate Professor
Harry Furches	Art	Associate Professor
Michael Johnson	Art	Associate Professor
William Lew	Art	Associate Professor
Michael Miller	English	Associate Professor
Phil Niffenegger	Management & Marketing	Associate Professor
Roger Schoenfeldt	Management & Marketing	Associate Professor
James Sickel	Biological Sciences	Associate Professor
Karen Boyd	Art	Professor
Joe Cartwright	History	Professor
Charles Daughaday	English	Professor
Charles Duke	English	Professor
Vernon Gantt	Speech & Theatre	Professor
Wadi Mahfoud	Mathematics	Professor
Tom Muehleman	Psychology	Professor
William Smith	Computer Studies	Professor
Kenneth Tucker	English	Professor

Mr. McCuiston: I second.

Mrs. Page: Are you asking that the Board review any promotions that are being turned down?

Mr. Morgan: I am asking to see the names of those persons who made it through the process to the Academic Vice-President, and then I requested the Chairman appoint a committee to review the process to determine the equity.

Mr. Christopher: If it meets with the Board's approval, I will ask Dr. Curris to supply us with all the information so that we are fully educated on the issue; then, we can decide whether or not we want to make a study or what procedures we would like to take.

Mr. McCuiston: Is it true that Dr. Butwell is on the Leave and Promotion Committee?

Dr. Curris: Yes. He chairs the Committee. He does not vote on that Committee.

Mr. McCuiston: That's what I wanted to know. Does he vote or does he not vote?

Dr. Curris: He does not vote there.

There being no further discussion, the Chairman called for the vote and the motion passed.

Miscellaneous Fee Adjustments

Dr. Curris: In an effort to adjust some of our miscellaneous fees to a level which more closely covers costs, we recommend the course fee adjustments as listed in item 10 of the agenda to the Board for approval. Many of these fees have not been adjusted for several years, and the proposed new rates still compare favorably with institutions in our region.

Mr. McClure: "Voluntary change in schedule" is being changed from \$1.00 to \$5.00. That seems a little high to me from a student's standpoint. I don't know the justification, but a \$1.00 to \$5.00 increase seems a bit too much of a burden on the student. Nearly every student changes his schedule at one point or another during the semester.

Dr. Curris: If it meets with your approval, I would like to ask Mr. Chamberlain that headed up a task force that looked at all of these to respond as to why we went with what we did.

Mr. Chamberlain: That proposal was recommended by Dr. Julian's committee in studying the registration process. In the past, we have charged \$1.00 per course, each course changed. What that committee recommended was that we go to a flat fee of \$5.00 for a couple of purposes: 1) it minimizes the cost for those students who come in and have to make wholesale changes. For example, if they dropped three classes and added three classes that would be a total of \$6.00 which would be more than the charge that's being recommended. 2) it was an attempt to minimize the number of wholesale changes that were taking place during the semester because if we could ascertain what courses needed to be offered, we'd be better able to make staffing arrangements.

Mr. McClure: I think it is fine and good that a wholesale limit be placed. If a student wants to change six classes, there is no reason why he should pay \$6.00, but I see no reason for a student changing one class to pay \$5.00--no reason whatsoever.

Dr. Settle: Seems like it should be free or else \$5.00 because I do not imagine \$5.00 approaches the cost involved in changing computers, secretarial help, and all this. Why charge a dollar, because that's not a drop in the budget compared to what it cost the University to change programming.

Mr. McClure: If it isn't a drop in the budget, it is certainly a drop in the budget with students at this University. Everything is going up at this University next year. If the student comes back and faces a \$5.00 fee every time he wants to change a class, you are not going to have too many happy students on this campus. If I'm not mistaken, two or three printouts go to the professors during the first weeks of class on what their present enrollment is. I could see a wholesale limit on service to the student, but I still fail to see the justification in a \$5.00 charge for changing one class when the student does the footwork anyway. The computer does the University's footwork.

Mr. West: This fee would not be applied in situations where the class has been closed or situations like that. Is that correct, Don?

Mr. Chamberlain: That is correct.

Mr. West: How about situations where they don't like the teacher or the teacher has been changed at the last minute, and they wanted another teacher.

Mr. Chamberlain: I am not certain of the rules governing changes of sections for that particular purpose.

Mr. West: A lot of students plan their schedules around particular instructors, and I'm not sure that I would classify that as being voluntary. I would agree with you if they get a teacher that is not listed in the catalog, perhaps they should be able to make the change, but that may be a problem defining what is voluntary and involuntary as opposed to what the fee would be.

This is a flat, one-time fee regardless the number of courses involved in the change?

Mr. Chamberlain: That is correct.

Mr. McClure: For example, a student comes with six class changes on his card. He pays his \$5.00 fee and the classes are changed. He comes back with his card to change five more classes. He is going to reorganize his schedule one more time. Will that \$5.00 be charged again?

Mr. Chamberlain: Yes, it would be.

Mr. McClure: That's what I thought. I would just like to state my objection to changing the fee.

Dr. Curris: Don, do you have any benchmark data from that committee?

Mr. Chamberlain: The only data we have indicate that charges range from \$1.00 to \$3.00 per course.

Mr. McClure: Could I ask something on late registration? Was that \$1.00 per day for late registration charged? Was there a limit on that before?

Mr. Christopher: Did you get your question answered?

Mr. McClure: Not yet.

Mr. Christopher: Mr. McClure, are you making a motion or are you just suggesting?

Mr. McClure: I would like to see what the rest of the Board has to say about it.

Mr. Woodall: My only comment would be that \$5.00 would not come near covering the cost of personnel and paperwork.

Dr. Curris: Since the question has been raised here, I would feel a little more comfortable if we withdrew that one change on the voluntary change in schedule until the next meeting. In fairness to the committee that made that recommendation, I think we need to get a better feel for their reasoning and be able to throw that reasoning directly to the Board for evaluation. So, I would like to withdraw that one from my recommendation.

Mr. Christopher: Dr. Curris has suggested that this item be deleted from the recommendation, and we are asking that you let us know by the next meeting, Don, how much money that would bring in as opposed to what it was in the past school year.

Mr. Morgan: You are just delaying this for the time being.

Dr. Curris: That one item. The \$1.00 to \$5.00 (voluntary change in schedule fee).

Mr. Christopher: This recommendation does not include the "voluntary change in schedule" fee. Do I hear a motion on the recommendation minus the deletion.

Mr. West: I move its adoption.

Dr. Howard: I second.

Mr. Christopher: Any further discussion? Madam Secretary, would you call the roll?

Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, aye; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. West, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Housing and Dining Rate Adjustments

President Curris presented the following Housing and Dining Rate Adjustments and recommendation:

I recommend the following adjustments in the Housing and Dining System rates for the 1981-82 fiscal year.

Rising food and utilities expenditures and scheduled labor cost increases dictate that we again adjust our rates to cover costs. However, we are pleased that the increases we are recommending this year are below the inflationary rate and keep our rates favorably competitive with other institutions in the Commonwealth and surrounding area. Depending on the meal plan selected, our increases will range between 9 and 10 percent.

A. Semester Board Rates*

<u>Plan</u>	<u>1980-81</u>	<u>1981-82</u>	<u>Amount of Increase</u>
5 days, 2 meals	\$335	\$370	\$35
5 days, 3 meals	355	390	35
7 days, 2 meals	375	415	40
7 days, 3 meals	395	435	40

B. Housing Rates*

Semester	270	295	25
Private room supplement	135	148	13

C. Married Student Housing*

1-bedroom, monthly	150	165	15
2-bedrooms, monthly	170	185	15

*Summer session rates will be prorated

- Dr. Curris: It is certainly never pleasant to recommend increases, but the amount of the increase this year was kept as low as we possibly could and the impact essentially for students living in the dormitory is between 9.5% and 10% and a little bit lower for married student housing. One institution in the State that already has the highest housing and dining rates increased its rate 12.9% the other day. We have done a comparison with other institutions in the State, and I am pleased to say that our level of housing and dining charges are the lowest of all the institutions. I hope we can continue that; it depends on inflationary factors in a given year, and thus far, essentially through good management, we have been able to sustain our rates at the level we have. I recommend them to you for your approval.
- Mr. West: I so move.
- Dr. Settle: I second.
- Mr. West: Do these fees still include telephone service or is that extra now?
- Mr. Chamberlain: Yes, they do.
- Dr. Curris: Long distance calls are billed separately.
- Mr. McCuiston: All the housing is air conditioned except Woods Hall?
- Dr. Curris: Correct.
- Mr. McCuiston: Is there a lesser charge for that dorm than others?
- Dr. Curris: No. The charge is the same. At one time, we had a lesser charge for Woods because it was not air conditioned. In evaluating that, you might point out that Woods' rooms are larger and have more closet space, and we were hard pressed to make a difference there. Usually, Woods Hall is not used in the summer when air conditioning would be most significant.
- Mr. Christopher: On a private room, I noticed that the student will have to pay an additional \$148. What goes into deciding who gets the private rooms because you obviously would still fall short of what you would get if you had two in the room?
- Dr. Curris: First of all, our residence hall applications are running over 200 above where we were last year at this time, and I think we feel pretty confident in saying there won't be private rooms this fall. In the past, we have had some private rooms in the spring, so only if the private rooms can be available do they come into play. We take care of students first, and if there's a possibility of private rooms, as we may have for this coming spring, then it is a seniority system based on the number of semesters in the residence hall.
- Mr. Christopher: So there are sufficient numbers of requests to cover the supply.
- Dr. Curris: Yes.
- Mr. Christopher: If someone were left in a private room and not by choice, then they don't have to pay extra?
- Dr. Curris: That is correct.
- Mr. McClure: That situation came up last year in my dorm. The person was in the private room--one half of the room was vacated--and was doubled up, and the room was left open. They told him that if he remained in the room he would have to pay the extra money.

Mr. McCuiston: How much extra is it?

Dr. Curris: It is 50% of what they would normally pay.

Mr. McClure: If, indeed, they could not double him up, my assumption would be that there would be no charge.

Dr. Curris: That is correct.

There being no further discussion, the Chairman called for the vote and the vote was as follows: Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, aye; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. West, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Merger of the Department of Instruction and Learning and the Division of Educational Administration and Supervision and Higher Education

Dr. Curris: This is an item that has been on the agenda previously. I recommend the merger of two divisions in the Department of Professional Studies, those divisions being Higher Education and Educational Administration and Supervision and the Department of Instruction and Learning to create a new department. This recommendation is part of the University's budget reduction plan and is consistent with our efforts to bring greater unity to our teacher education program.

Dr. Curris: As part of our budgetary reduction plan that was mandated by the Governor, we have looked seriously at where in the University we can consolidate academic departments, administrative units, and in the process, we came up with a lot of possibilities that were narrowed as we looked into it. At the same time, we wanted to have a good educational rationale for any administrative merger of academic units. This particular recommendation has been reviewed with the Vice-President for the Academic Program, the former Dean of the College of Human Development & Learning, and with faculty that would be affected. Subsequently, a new dean was appointed, Dr. Mel Koch; we asked him to look at the situation and give us his recommendations. He met individually with every faculty member in the two units and his recommendation was in support of the original recommendation that came to the Board so we feel that it is solid from an educational perspective.

The budgetary implications, quite obviously, are we would deal with one chairman as opposed to two. Another point is that there is potential for other savings or better utilization of dollars and that is in both of these units we have individuals who spend a good deal of time off-campus supervising individuals, talking about student teachers, or visitations, and we think it would be a more effective use of the time of our faculty as they travel. It should be remembered that most of the people that are in educational administration and supervision were at one time public school teachers so it is not as if you're bringing together two units that are quite different in perspective. You are talking about bringing people together that have a great deal of commonality and in many instances, particularly in previous years, individuals were able to teach courses in both units. That's not true of every single person, but there are many faculty members in Educational Administration and Supervision that have the capabilities and in the past have taught courses in Instruction and Learning so that the impact is greater effectiveness as well as economy, but initially the major savings is the savings of the chairmanship.

Mr. Morgan: Who are the two chairmen and which one will be removed?

Dr. Curris: One chairman is Dr. John Taylor in the Department of Instruction and Learning. The other chairman is Dr. James Willis, who is Chairman of Professional Studies right now and in this division.

- Dr. Curris: The second part of your question says who will be removed. The budget document has neither one of them as chairman. There has already been some discussions with the faculty as to who would be the appropriate chairman. It may be either one of these two people who will be separately recommended to the Board; it could well be someone else in either one of those two units. No decision has been made there.
- Mr. Morgan: Who will make that decision?
- Dr. Curris: That recommendation will come from the Dean to the Vice-President to me and be presented to this Board.
- Mr. Morgan: From the academic dean?
- Dr. Curris: Yes.
- Mr. Morgan: From Dr. Butwell to you?
- Dr. Curris: That is correct.
- Mr. Morgan: What will be the savings in the salaries? Is there any reduction in salaries? Say Dr. Taylor is no longer chairman, does he get a reduced salary?
- Dr. Curris: Yes. Let me mention to you exactly how the salary of a chairman is determined and, likewise, if a chairman returns to a teaching position the same process works in reverse. A basic salary based on the person's rank and performance is determined as if he were a faculty member. To that 15% is added for summer employment. That's the equivalent of a faculty member teaching in the summer. He receives 15% of his or her salary and to that \$2400 has been set as being the stipend for being chairman. So it is $X + .15X + \$2400$ and, likewise, if a person has been in a chairmanship, the calculation of the salary is in reverse. \$2400 is subtracted and then that salary is divided by 1.15.
- Mr. Morgan: Approximately how many dollars are we talking about saving?
- Dr. Curris: In terms of the combination of the two units, there is a full-time position that has been tentatively budgeted as I pointed out to the Budget Committee for elimination. So we are talking right off the bat of about \$30,000.
- Mr. Morgan: You are going to eliminate a position?
- Dr. Curris: Yes.
- Mr. Morgan: What position?
- Dr. Curris: It is a vacant position.
- Mr. Morgan: So, we are not spending for that now?
- Dr. Curris: Yes, we have been.
- Mr. Morgan: But, not now. We don't have anybody in that position now?
- Dr. Curris: We have had someone in that position.
- Mr. Morgan: Right now, we don't have anybody in that position.
- Dr. Curris: That is correct.
- Mr. Morgan: So, we are not eliminating anything that hasn't already been eliminated; that's not now in effect. In other words, we have had someone in the position, but we are not paying \$30,000 to anyone right at the moment because the position is open and unfilled. Is that correct? Do I understand that right?

- Dr. Curris: I understand what you are saying, but let me clarify it. Someone has been in that position this year. That position was scheduled for elimination and the person who held that position, who had been here one year, was notified that his position would not exist at the end of this year, so that at the end of this month that position would be vacant and not filled if the reorganization takes place.
- Mr. Morgan: The individual is now employed?
- Dr. Curris: That is correct.
- Mr. Morgan: Still employed?
- Dr. Curris: That is correct. His salary will continue through May 31.
- Mr. Morgan: Who is this? What position is this?
- Dr. Curris: I don't have the exact number, but it was a position that was held by Mr. Moses. He was hired on a one-year basis.
- Mr. Morgan: Really, we are not eliminating anything. It was a one-year situation to begin with.
- Dr. Curris: What I'm saying is we saved the stipend and the 15% associated with one person which is \$6,000.
- Mr. Morgan: There is a lot of controversy over this issue and a lot of people are very concerned. I've discussed it and I don't pretend to know the answers to it, but due to the state of the Regents for the last few months, there are people within these departments that feel this is a piecemeal, a band-aid approach, a patchwork. We're moving people around, changing departments, bringing about instability which has happened in other departments in the last few years. I personally would like to see a thorough study and research done on this before we make a move. It may be the thing to do, but we asked for this before, but I haven't seen it yet-- a study of the faculty. I'd like to get a faculty committee to study this as well as the recommendation from the administration. Mr. Chairman, I would like to table this until full review of this particular situation has been made and that request has come to me from people within and to whom this does affect very seriously.
- Mr. Christopher: I acknowledge your motion, Mr. Morgan, and I'm going to get back to it. Is there anyone that has come to address this question?
- Mr. Woodall: What department is James Willis in?
- Dr. Curris: He is in Professional Studies, right now.
- Dr. S. M. Matarazzo: Mr. Chairman, I am in the Division of Administration and Supervision, and my feeling on the thing is that rather than make a piecemeal merger of one or two departments in the college of education, and what Mr. Morgan is talking about is a good idea, we ought to look at the whole University and see the areas where there are lower or similar teacher-pupil ratio, where there are cuts that could be made in other areas, rather than being made in just one particular area, zeroing on the College of Education. I think the study that Bill is talking about is a worthwhile project. I think we need to look at the whole university. I know of instances in the University where we have some departments with less students that are being supported at a higher student-teacher ratio than they are in the College of Education that need to be looked at. If we are talking about money in the long run, I think a study with some facts and figures, student ratio, a complete study of University reorganization should be looked at. I think we're talking about dollars down the road, and this is a good time to have a complete study. I think Western

just eliminated an entire college. They moved people in various colleges and changed departments. They took a look at the whole institution, and we're taking a look at two departments. I think we need to take a look at the whole thing, and that's the way I feel about it.

Mrs. Page: Mr. Chairman, haven't we been talking about this for months? Didn't we ask for recommendations for department mergers and cutbacks? It seems to me that this particular item has been discussed.

Mr. Christopher: It was on the agenda.

Mr. Morgan: We never did get it discussed, and we never did get a committee appointed. It's never been really studied. At least, I've received no information on it.

Mrs. Page: It has been before us for a long time.

Mr. Morgan: There's been a number of things that have been before us but because of various things that have occurred, we didn't accomplish a whole lot about some of these items.

Mrs. Page: Now, we're at the budget. We've got to cut.

Mr. West: The way I understand the discussion is if the merger does not take place that position will not be filled. It won't be necessary to fill it if the merger does not take place?

Dr. Curris: That is debatable. I've got to express it in those terms. There is strong sentiment that that position is needed.

Mr. Morgan: What does this merger do to the Department of Child Studies? Is that part of this?

Dr. Curris: The Departments of Child Studies and Home Economics were merged by action of the Board on February 21.

Mr. Morgan: So, actually that department will no longer be.

Dr. Curris: That is correct.

Mr. West: Dr. Matarazzo's point is well taken. The Faculty Senate did work over Christmas and develop some general recommendations on how savings might occur in the magnitude of the budget cut we were anticipating at that time. One of those recommendations was to look at the whole organizational structure. Since that time, additional requests have been made that the faculty be given a recommending role and participate in this. I think that would be appropriate at this time. Except for what we have had here, I haven't seen this.

Mr. Morgan: I think that's what Dr. Purcell is asking.

Dr. Butwell: Let me try to clarify one point. It concerns the relationship between the vacant position and the two chairs. They are interrelated in the sense that if you effect the economy by eliminating a chair, you have the manpower to pick up the slack from the vacated position. If you don't effect that economy, it seems to me one has to go back to the drawingboard and say for the purpose of the mandated budget cuts, can you afford not to fill that position and meet the student demands? So, the two are very much related.

Mr. Christopher: I noticed another organizational merger is under review. In light of the cutbacks, would it not be better to study an entire reorganization and see what other programs might be eliminated and also to comply with the request the Governor made

Friday? It looks like if all of this was coordinated it would make more sense and a more logical approach.

Dr. Curris: Well, I sometimes question whether we are going to eliminate anything. I've got to make that comment right out on the table.

There is no pride of authorship in any of these recommendations. I would say that countless hours were spent in reviewing ways in which we can come up with the \$787,000 that has now been increased, and without preempting the report that is going to be given by the Budget Committee, we were further instructed to find another \$100,000 in cuts. Now, if a given cut does not meet with the approval of the Board, we'll go somewhere else. One of the things that came about in these earlier discussions was the expression of the sentiment that we should endeavor to try and hold down administrative costs, and the bottom line is you are talking about people. Quite obviously, I am pleased to continue with the current departments that we have. There's a rationale to have the current departments. If we want to continue with them, that is fine. The only reason they are being presented to the Board is a part of a mandatory cutback plan. If we don't cutback on the administrative side, we have to cutback somewhere else unless this Board directs us to come up with an unbalanced budget or a deficit budget.

Now, the one thing that I feel I must say, in behalf of the many people who put in hours, is that these options were thoroughly reviewed in both the academic and non-academic sectors. We have no illusions that any of these recommendations are going to be unanimously endorsed. There are individuals who for good reasons feel strongly that their unit or their program ought to be maintained. It is not a pleasant task to come up with recommendations. We have done the best job we can. Quite obviously, if this Board wants more study, we will give it more study. But, there comes a point where we have to say, this is the best recommendation we can offer; and if it is the best recommendation we can offer, then you all make the decision. If you don't like the recommendation, no one's feelings are going to be hurt. Mine certainly aren't.

In this particular instance, the academic officials--the former dean, the present dean, the vice-president--have all concurred that this can work. The majority of the faculty in the affected units has supported it; not all, but that's an accomplishment in and of itself--I must add. I leave it to the Board. There is nothing more I can add except I do want to say that the matter has been studied from our perspective rather thoroughly.

Mr. Christopher: Dr. Matarazzo, what was your objection to this approach?

Dr. Matarazzo: What approach? You mean the way the thing was done?

Mr. Christopher: Yes.

Dr. Matarazzo: Being on this Board for three years and being on this campus for fourteen and looking at what's down the road, I think that Bill Morgan's recommendation that we make a full study of where we can cut--the whole university level, both staff, administration and merging department--ought to be done before we piecemeal two departments in the College of Education. If they want my input at the committee level, I'll be glad to give them that.

Mr. Morgan: We are going to be talking about the Geography Department in a minute; we're going to be talking about the Library Science Department. We've piecemealed--at least that's the history I see--and we reorganized, and we've turned things around and move around. Let's look at the whole thing and we're not talking about many dollars here or in the Geography Department. When we get to that, we're going to find out we're not talking about dollars; we're just moving people.

Mr. Christopher: Well, I think what this Board is going to have to address is: our President is saying, look, I've given you my best shot, and what we've got to answer is, if we're not going to agree with that, is the Board going to get into the process of studying just where the reorganization is going to come? Is the Board going to get into it to make its own study? We can start appointing committees and committees upon committees, and I think that's the issue we've got to address. If we're not going to agree with the recommendation, I think we need to decide just how involved is the Board going to be.

Mr. Morgan: I think we need to get the people involved that are affected as well, and from what I read these people have not been communicated with, have not been given an opportunity to express themselves, and have not been listened to; and, at least, we need to listen to people. That's what it's all about--people. We are affecting people here.

Mr. West: I'd like to make two additional points. At the Budget Committee meeting Monday, Jerry pointed out how many blank spaces there were in the roster that was presented in terms of positions that money is budgeted for, which I noticed it the year before, but I never totalled it up. We've got \$1,686,422 there. That's what all those blanks total up to.

In terms of appointing additional committees, I think with maybe one exception we have the committee structure. The problem we have is the line is not clearly established for getting those things to the committees in a timely manner, so that they can respond. I'll emphasize again, all these committees want is to have a recommending opportunity.

Mr. Woodall: This was discussed briefly at the last meeting. My only request is that I see some information about what they did compile; we're just taking a couple of statements here. I did get the letter about the Geography Department from Dr. Curris. If he's right, I have no problem with it, but there's 52 people involved in these three departments. I think all Bill wants and I want is some information to look at.

Mr. Morgan: And from a broad spectrum, not one particular vested interest group.

Mr. Christopher: Now, we've got time facing us.

Mr. Carneal: What timeframe are you talking about, Bill? If the impact on this budget...

Mr. Christopher: Dr. Curris has requested a five-minute recess so that he can go downstairs and get some more information. I want to comply with that.

Mr. Morgan: I have no objection to that, but I don't know how these people who are involved are going to be able to have input. I'm interested in them having input.

Mr. Christopher: Yes, and I think this discussion will pick up. Let's let him get his information. I think we need to face this and come to some conclusion with it. We've got to. Let's have a five-minute recess.

We are back in session.

Dr. Curris: First, I would like to reaffirm that the budget reduction study that began in October and lasted through January entailed a look at the entire University and--where individuals might look at the outcomes and say, hey, this is piecemeal--I do want to assure everyone that we looked at all the possibilities we saw; we invited from the faculty, the Faculty Senate, and other groups recommendations, and we looked at those as well. There has not been a single recommendation that has not been explored.

Dr. Curris: Secondly, I would like to address this particular reorganization. I would like to quote from a letter from Dr. Hugh Noffsinger, who was Dean of the College of Human Development & Learning and who was a former school superintendent and faculty member in one of the units involved.

(See attachment A)

From Jody Anderson in the Higher Education Division:

(See attachment B)

From Dr. William "Pete" Ryan:

(See attachment C)

From Dean Mel Koch:

(See attachment D)

Dr. Curris: I mention these to illustrate two points. One, there has been widespread involvement. People have spoken; they have been listened to, and two, there is a substantial amount of consensus among the people affected that this would be a good move.

Dr. Christopher: I think Dr. Curris' point is well made in regards to this one recommendation.

I think the issue, though, is other proposed mergers and eliminations of programs and areas in which degrees are conferred and the fact that there are some Board members who are saying they do not think there has been enough input.

Would a committee consisting of Dr. Curris, Dr. Butwell, Mr. Morgan, Mrs. Page, and Mr. West to look at all of these in light of what may be coming down the road and report to this Board in June be acceptable? We will be taking budgetary matters up in June, and if that committee wishes to call in people to give them input, they can do so. That would enable the other members, Mr. Woodall and others, who feel they have not had enough information--if they will rely on these people--to have the input that satisfies everyone. Would that be acceptable?

Mr. Morgan: I am not disagreeing with anything that has been presented. I don't have the information to determine its validity, and, of course, a lot of that could be opinion. It may all be facts, but I also have a letter here from Dr. Ken Purcell, President of the Faculty Senate, dated May 5, 1981, to Dr. Constantine W. Curris. May I read that?

(See attachment E)

Now, Dr. Curris has read certain letters, and I've read this one. We may need to eliminate these plus a lot more, but I think we need to start communicating with people that are affected and let them know what's happening. This is from the President of the Faculty Senate and he's representing at least some people. As far as that committee's concerned, I would like to see a member of the Faculty Senate appointed to the committee as well. That's my recommendation. Let's get the faculty involved.

Mr. Christopher: Is there any objection to doing this?

Mr. Carneal: You have the faculty involved. Steve.

Mr. Morgan: He is a regent.

Mr. Carneal: Isn't he also on the faculty. I thought he was.

- Mr. Christopher: Would there be any objection to tabling items 12 and 13 until after they have been discussed by this committee? We will ask this committee to report at the June meeting. The timeframe is important.
- Mr. Carneal: That is my question. The purpose of the June meeting is to approve a budget. Is that not right? Won't they have to meet and make a recommendation prior to that time?
- Mr. Morgan: Let me suggest that once we look at the budget recommendation today, let's look and see how many dollars are involved. I am not positive that this has to be done by June.
- Mr. Woodall: \$75,000 is what we talked about.
- Mr. Morgan: At the most.
- Mr. Woodall: That was psychology, geology or geography, and library science.
- Mr. Morgan: I know there have been statements that a couple of gentlemen in geography are going to retire, and they've informed me that they were not aware they were going to retire, so I don't know if that's in the \$75,000. They are not of the age of retirement, but communications have been flowing that they intend to retire.
- Mr. Christopher: Let's leave the committee with you five. If you want to engage the services of Mr. Posey, now the President of the Faculty Senate, and whoever you want to call in, that's fine. I am sure Dr. Butwell and Dr. Curris will be fully cooperative. Let me stress the importance of coming up with a recommendation at the June meeting.
- We want this committee to consider all mergers, reorganizations, and/or eliminations that can be seen with the best vision possible.
- Mr. McClure: My request is whether I be appointed to this committee or this committee check with me since Item 13 is included. A lot of students will be involved in whatever action takes place so I would like to be involved in whatever action.
- Mr. Christopher: Do you want to serve on that committee? Why don't we leave it this way, they'll keep you posted as to when they meet.
- Mr. Carneal: I do not want to belabor it at all, but if there is a possibility that a recommendation can be made in time to incorporate it in the budget, it would seem to me it would be advantageous to do so.
- Mr. Christopher: They are going to be meeting with Dr. Curris, and he can keep them fully apprised of what the timeframe is and of the dates they have to be aware.
- Mr. Carneal: We will try to get it incorporated if they recommend some changes.
- Mr. Christopher: Mr. Morgan, I am appointing you chairman of that committee.

Financial Report of the period ending March 31, 1981

(Attachment H)

- Dr. Richard Gray: The report is for the first nine months of the fiscal year. I might draw your attention to one or two items. First, I think the report speaks for itself in that we were very close to our projections. On revenue, we have actually taken in more than we projected, which is a good sign. As far as our expenditures, we are less than one percent from what we had projected. I'm speaking now of the unrestricted money, those funds that are under the control of this Board. With respect to the restricted revenues, we have exceeded our projections considerably in that area primarily due to increased grant research activity. I would be pleased to respond to questions if there are any.

Mr. Christopher: Any questions to Dr. Gray?

Thank you very much.

Dr. John Thompson appointed Chairman, Department of Accounting & Finance

President Curris reviewed the recommendation stated in item 1 of the supplemental agenda.

Mr. West moved that Dr. John Thompson be appointed Chairman of the Department of Accounting & Finance effective August 1, 1981, at an academic year salary of \$36,600.

Dr. Settle seconded and the following voted: Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, aye; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. West, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Dr. Dennis E. Poplin appointed Chairman of the Department of Sociology and Anthropology

President Curris reviewed the recommendation stated in item 2 of the supplemental agenda.

Mr. West moved that Dr. Dennis E. Poplin be appointed Chairman of the Department of Sociology and Anthropology effective July 1, 1981, at an annual salary of \$33,200.

Mr. McCuiston seconded and the following voted: Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure aye; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. West, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Dr. James L. Booth appointed Chairman of the Department of Speech and Theatre

President Curris reviewed the recommendation stated in item 3 of the supplemental agenda.

Mr. West moved that Dr. James L. Booth be appointed Chairman of the Department of Speech and Theatre effective August 1, 1981, at an annual salary of \$30,500.

Mr. Woodall seconded and the following voted: Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, aye; Mr. McCuiston, aye; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. West, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Report of the Budget Committee

Mr. Carneal: The Budget Committee did meet at Leitchfield last Monday for approximately five hours. Prior to that meeting, we agreed on the salary policy for faculty and staff that was revised and approved on May 8, 1980. Last year our total budget for 1980-81 was \$27.7 million. This year, the 1981-82 budget is estimated to be \$30 million.

On April 15, Dr. Curris mailed to each of us a memo indicating that the original appropriation increase approved by the State, \$2.4 million, was being reduced to \$939,000 or a reduction of \$1.5 million. The \$939,000 increase plus a projected increase in tuition of \$530,000 results in approximately \$1.47 million additional for this year's budget. I'd like to point out that the Board said we did not want to take any of the money that was authorized for salaries to try to balance the budget in any way. The salary increases projected in this budget is \$1.75 million or approximately \$280,000 more than the new money available.

With the additional fixed costs increases of which we are aware, approximately \$450,000 result in a deficit of \$730,000 or thereabouts. Any questions you have on these, I am going to ask Jim Hall to answer.

Mr. Carneal: We discussed a lot of different ways that the budget could be reduced but didn't really come up with specific recommendations. The primary purpose of that meeting was to talk about wages and salaries so contracts could be issued.

Some of you might have seen an editorial in today's Courier-Journal relating to the taxpayers' subsidies of university athletic programs. The University of Louisville has initiated a program that will reduce the deficit of their athletic department to \$60,000 in three years and eliminate it in five. We were saying here today that all areas of the University must be examined and evaluated and the fat, if any, must be cut out. Mr. Chairman, I recommend that this Board also consider a committee to take a look at our athletic program in conjunction with Tom Posey's recommendation today. I think that we have to face this issue very squarely. The figures that we looked at show a \$900,000 plus deficit in our program last year, and there are a number of things that some of the universities do that we do not do here. For example, I understand that a number of the universities coaches' salaries are not shown in their reports. That makes a big difference. Jim Hall tells me that he is trying to get a comparison of the deficits of the state universities on the same basis so they're comparing apples to apples.

One thing we did recommend was that there be a freeze in the hiring of non-faculty people. I have copies of a recommended procedure for a freeze that Dr. Gray has prepared. The Budget Committee did not approve that. That is something for your consideration.

(See attachment F)

The next thing that would be coming up would be we go into executive session to discuss wages, and perhaps that could be combined with your session, Steve.

Mr. West: For the benefit of the media, the personnel matter that I had on the agenda has been informally resolved. I had to put it on last week in case it was not resolved, but it has been resolved so the matter I had I will no longer be discussing.

Mr. Carneal: The procedure may not be perfect, but it's a start if anybody wants to modify or change it. We felt it is something that could be done as a freeze on hiring. I'd like Dr. Gray to explain the procedures.

Dr. Gray: As I understand the desire of the Budget Committee, it wanted us to take a second look, if you will, at all those positions to ascertain first of all which of those positions we considered to be critical to the functioning of the University. What I am proposing is, of the some 38 positions that I believe is reflected as open in next year's budget, that a group of people get together and within a week identify those positions that are critical to the University and recommend that they be filled. All other positions are to be put on a temporary freeze pending an in-depth review as to their critical nature. As positions become open, we would meet periodically and go through the same process, until such time as the committee is resolved of that responsibility. This is really not unlike what has been done all along. This just makes it a formal process and identifies individuals with that responsibility.

Mr. Christopher: Mr. Overby, did you want to address this question?

Mr. Overby: I have a separate question that I think perhaps relates to this.

Mr. Overby: Ladies and Gentlemen of the Board, about two years ago and possibly three, I came to the conclusion that the functioning of my office was adversely affected and to a drastic extent by the absence of full-time secretarial help. I would call to your attention that this took place prior to the current litigation. As a result of that I made a request for full-time secretarial help which in the province of the individuals concerned was denied. A few months ago and again prior to any current litigation, I was asked by Meany and Associates to identify possible liability exposure. I attempted to do that in terms of dollars and cents, and I added a sentence that my office was adversely affected by the lack of support personnel, and I felt because of the increased workload, because of the highly specialized nature of the work, and because it was adversary or at least potentially adversary in nature that it would adversely affect the risk exposure not only of the University but the Board of Regents and possibly individual members. This report was made directly to them. I am going to make it short because my part in this is a tad, a drop in the bucket to what you're talking about.

In 1975, secretarial help on a part-time basis was approved for my office. The personnel action form was signed by George Stockton, Tom Hogancamp who was Vice President for Administrative Affairs, and Constantine W. Curris, President of the University. This employed Dorothy Overby. The following year, the personnel action form included George Stockton, Dr. Thomas Hogancamp and Dr. Constantine W. Curris by Tom Hogancamp. The next four years the part-time help was approved for the same individual. It was approved as a line item in the budget. About two years ago, the situation got so drastic that I indicated that additional help in my judgment was imperative. That was refused. I then offered, and Dorothy agreed, the balance of her salary for that academic year which was about \$3,000 to hire an additional person. I communicated that in writing to Dr. Curris, and I believe to Dr. Gray. I indicated that Dorothy would continue to work and we would await the next fiscal year to see if something could be done. She did continue to work and the next fiscal year half-time secretarial work only was approved. I have never to my knowledge insisted that Dorothy be employed. I have been attempting to persuade you people that full-time secretarial help was significant. Now, when this last employment took place, my name is on that personnel action form. I'm going to tell you why. I had been given instructions by this Board to proceed in a matter that was extremely critical to all parties concerned. I contacted Dr. Marshall Gordon and said I have to have somebody that knows what they're doing. She has offered to work for nothing if that's what it takes. He said we are not going to have anybody working for the University unless they are paid; put her on the payroll. He signed the personnel action form. I did also, which leads me to this. I would like for you to know that in my judgment full-time secretarial help since 1975 has really been accorded by my family. We have never charged anything like--one year it was \$750 to handle the secretarial help in the legal office for a multi-million dollar institution; one year I didn't have a Sears & Roebuck catalog in my office to practice law with and some \$2,500 was taken out, again, of Dorothy's salary which was \$5,000 or less to buy books to go in my office. Now, that is the situation that I have been confronted with. I urge you to approve, if you can and I realize these are hard times and you're talking probably about \$5,500, someone who can do that additional work. This was needed before current litigation. Currently, I am standing with six law firms looking me in the face in addition to the other work that I do for the University with half-time secretarial help. Dorothy was terminated by Dr. Curris which he had the right to do and which I respected. He did do it with a certain amount of class; he did it during National Secretaries Week, and I thought that really indicated something; I'm not quite sure what it was. But the point is, folks, if you want this University to be represented and represented right, if you want my time to be utilized to fullest and best extent, in my judgment

this request is not only reasonable, it is fair; it is equitable; and I think your risk exposure at the University will be in far better shape if it is given. I confess to you I have been hurt; I have been bewildered; and I have been angry. Sometimes all in one day as a result of this situation. It hurts me deeply to feel I have given or my family has given somewhere between \$5,000 and \$6,000 per year for secretarial help which had it been a gift to the Presidential Scholarship, it would have been rewarded maybe by more favorable comment in the press, but to leave the impression that that has been done for purposes of feathering my own finances is completely and utterly without foundation. I don't emphasize it. I just want to say to you that I think I am being reasonable. I think what I'm saying is needed. I want to say it kindly, and I don't want to say it with any degree of anger, but I am firm in the recommendation that I make to you that full-time secretarial help is needed, and I'm talking about legal secretarial help that is worthwhile because, folks, you can't imagine the degree of expertise that is needed in this area; and if need be, I'm perfectly willing to submit it to any group of lawyers that you want to select. Some of the work that has been done, in my judgment private law firms would have charged thousands of dollars, in effect has been given to this institution. If you want to know how I feel about it, I feel like I and my wife have been making these gifts, and I've been slapped in the face as a result of it. Maybe, I shouldn't feel this way. I try to get up grinning every morning because it takes it, and what I have said I'll put in quotation marks, Mr. Bartlemen and Mr. Powell.

Mr. Chairman, thank you.

Mr. Carneal: I threw this out for consideration. Jere McCuiston made one suggestion to me. Since this is a result of a conversation we had in our budget committee, it was suggested that the committee might report to Jerry Woodall who is on the Budget Committee. Maybe that's in keeping with what we've been discussing today. This is the committee with Dr. Gray, George Stockton, and Rick Stinchfield.

Mr. McCuiston: This committee would look at these positions and review them, and they would make recommendations to Jerry Woodall.

Mr. Carneal: You're in effect suggesting that Jerry Woodall's name be added to this committee?

Mr. Christopher: Which committee?

Mr. Carneal: The committee in Dr. Gray's procedure if it is, in fact, established.

Mr. McCuiston: So that one of the Regents will have some input and Jerry is into that type line of work.

Mr. Carneal: I have no problem with that.

Dr. Curris: Could I raise one question on that?

How you phrase that is important, and I suspect this committee will be meeting weekly. I don't think Jerry wants to drive from Lexington. It depends on how you want to phrase it.

Mr. McCuiston: What I'm saying is that this committee reviews it. As long as they're going to eliminate the position, it's okay; but if it's a position they need to fill, they need to review it and maybe once a month or every two weeks, call Woodall and tell him what positions they are going to fill so that we'll know what's going to be filled. As long as they eliminate the position, it wouldn't make any difference, but when you are going to fill one or create a new position, it might be best if someone knows about it.

Mr. Carneal: I move that this be adopted with the modification that Jere's just suggested. Jerry, you have no problems that they report to you, give you a chance to ask questions and so forth? I'll just make that as a motion.

Mr. Morgan: Are you saying that if there's a position that has been removed or a line item that's not filled or a new position that is created, we would have access or the access would be to Jerry to communicate to him or to any other committee member? Is that what we're saying?

Mr. McCuiston: Well, these three will deal weekly or whatever and once every two or three weeks, they'll pick up the phone and make their report to Woodall so that he will have an idea what's going on in the hiring and the firing of the University.

Mr. Morgan: But as we study this as Regents and we have recommendations, where is the contact?

Mr. Carneal: To this committee right here. These three people right here. The fellow most accessible to you.

Mr. McClure: I'd like to second the motion.

This would include expansion of existing non-faculty positions?

Mr. Christopher: Not the expansion of them.

Mr. Carneal: Well, I guess it would. If someone came in with a recommendation to expand in an area because of this or that reason, this committee would make an evaluation.

Mr. Morgan: I'm talking about if there was a position that was a line item in last year's budget and it wasn't filled, and it was agreed it would be filled, and I noticed this year it has been removed. Of course, I'm going to have a comment about it.

Mr. Carneal: This is non-faculty.

Mr. Morgan: Right. I'm talking about a non-faculty position which was agreed on in good faith, and it is not in here now.

Mr. Woodall: I guess at our meeting the other day, one of the things we were looking at very strongly were non-faculty positions--the service end. One of the first things you do when you cut budgets is look at people you don't need or eliminate or initiate a hiring freeze, and that was how this all came up.

Mr. Morgan: All I want to know is who do I communicate with as a Regent?

Mr. Carneal: I would say you'd be free to contact anybody, including Jerry.

Mr. Morgan: Jerry is not on the committee as such?

Mr. Carneal: He is not in the day-to-day operation, but they'll keep him informed of what they're doing.

Mr. McCuiston: Because they couldn't find him if they needed to make a decision.

Mr. Carneal: They sure can't. He's hard to find.

Mr. McCuiston: Maybe once a month you might could catch him.

Mr. West: I just wanted to emphasize non-academic.

Mr. Carneal: That's what it reads.

Mr. West: I understand. Everybody in the audience does not have a copy.

- Mr. Carneal: Is there any Board member who does not have a copy? I found some more; Patsy made plenty.
- Mr. McClure: I didn't really get a sufficient answer on whether this could affect expanding a nine-month position to a 12-month position. That's my first question.
- Mr. Carneal: I would assume so.
- Dr. Curris: Mr. McCuiston's motion dealt with creating new positions, and I think that's broad enough to include expanding positions that are part-time or for a given period of time. Wouldn't you see it that way, Jere? So the answer is yes.
- Mr. McClure: My next question; would this action initiate at this point a freeze on all non-faculty positions as soon as we vote on this? Is that in effect what we are doing right at this point?
- Mr. Morgan: Today? If something is not shown in here today, we're putting a freeze on it? Can't we open that up again?
- Mr. McClure: I'll tell you what my point is; I feel that apparently I'm not the only person who has a personnel matter to discuss that would be directly affected by this. I don't see any point in it going back into a committee when we could solve the problem today.
- Mr. Carneal: If it is solved today, it wouldn't be one they would take up--if the Board acts on it.
- Mr. McClure: That's why I ask if at the moment we vote on this, the position freeze would be initiated.
- Mr. Christopher: Would it help to take this up after we go through our executive session? Is that what you are asking?
- Mr. McClure: That would be my preference.
- Mr. Christopher: Plus, I think we need to address Mr. Overby's request.
- Mr. Morgan: I have a position that is not listed that I want to bring up before we go on. I don't care if we do it now.
- Mr. Christopher: There being no objection, can we address your motion after we've covered the executive session?
- Mr. Carneal: I have no problem.
- Mr. West: Do you anticipate the definition of faculty that's going to be used in this to be the definition that's in the Handbook or is it going to be the definition that's used in Frankfort?
- Mr. Carneal: What's the difference?
- Dr. Curris: Why don't we say that faculty are those positions listed with academic rank in the academic section of the budget.
- Mr. West: So, it would not include administration?
- Dr. Curris: It would not include administration. It would include everything that is listed in the personnel roster in the academic section of the budget that has academic rank. For example, a secretary in a given office--in a dean's office--if that position became vacant, it would fall under the committee. I think that gets around the issue, Steve.

Mr. Christopher: Let me suggest that after we discuss all matters that might affect this, we come back and let you make the motion. You may want to include these definitions and so forth. Is there a motion to address Mr. Overby's problem? You're requesting, Mr. Overby, full-time secretary help? You're saying you can't do the work without it?

Mr. Overby: I'm saying that it is highly important. In my judgment, it is critical.

Mr. McCuiston: Are you requesting one or two?

Mr. Overby: I have half-time secretarial help now. I need an additional half-time secretary.

Mr. McCuiston: Are you requesting a full-time plus your wife or just one full-time?

Mr. Overby: I'm saying the equivalent of one full-time. The reason I say two half times is for the simple reason that it may be more convenient. I don't know whether you realize this or not, but a lot of time you do the work on the basis of deadlines and it has to be at night. Now, when a regular secretary says it's twelve o'clock, I'm ready to go, and you've got an appearance in Federal Court in Paducah that requires a plea, you're somewhat handicapped. I'll say to you what I've always said and that is--I think I've made this clear to Dr. Gray and he can tell you himself--Dorothy, to tell the truth, doesn't want to work. She'd prefer not to. She's working right now. She's worked every since she has been fired, and she's doing it for Murray State University. The Boy Scout contract that was put in the mail was put in the mail by her. My initial reaction was I don't have secretarial help and it can wait until Monday. She said you're being petty, frivolous and nitpicking so let's put it in the mail now and get it over with, and we did. That's not really the issue as far as I'm concerned. I'm saying to you that if you don't think the caliber of work done is equivalent almost to what an attorney can do, I think I can prove it for you. There's some people who might say she's the real lawyer. You know they go through the Supreme Court before you get to the lower court, and I don't have any feeling of being threatened by that. I'm pleased with it, and I'm proud of it. Thank you.

Mr. Christopher: I think we all appreciate Mr. Overby's problem.

Mr. Carneal: I feel like the University Attorney should have full-time secretarial help, and I would ask Jim this question: it would seem to me the proper way to address that would be a full-time secretary, and when she has to work overtime, you pay overtime.

Mr. Overby: Bill, that would make me feel so good. When I went to work here, I was told by Dr. Thomas Hogancamp that overtime was frowned on. We have worked the nights through, not one time but many times. Never once have I turned in a bill for overtime when Dorothy has been working. That has happened in recent times. Right at the moment, I have two trips to Frankfort that I haven't even turned in a bill on because I don't want to be going over my budget. You know, I'm sensitive when I violate a regulation now.

Mr. Carneal: As we say in the oil business, when you strike oil, quit drilling.

Mr. Overby: My friend, you are right, and I get the point.

Mr. Christopher: Is there a motion?

Mr. Carneal: Is there any reason why the office should not have a full-time secretary? If there is some good reason, fine; but it would seem to me that the University Attorney would be entitled to that.

Dr. Curris: I can't really respond to that, Bill, except to say a year ago when Jim made that request for a full-time secretary, we had instituted procedures--and Dr. Gray can talk about it--with reference to evaluation of secretarial needs all across this campus. There are two things on this I want to say. There are many legitimate needs on this campus for additional secretarial help. We've received, for example, this year requests from one of the colleges that the secretary positions in that college be expanded to twelve-month positions as opposed to being ten or eleven-month positions. That's the same situation that Mark McClure has identified in Student Government. So, I'm not going to say that the needs are not there. They are there. The second thing is that in addressing these needs in the past, we've tried to do them systematically and not do them like a Santa Claus and say we like so and so, therefore we'll put a secretarial position there, or we like so and so, and we'll expand. The Personnel Office did an evaluation of all secretarial needs on the campus. We cannot make money. We cannot turn it off on the machine. Consequently, there are legitimate needs that have not been met on this campus and that certainly is very true this year. The question is what are the most important needs. This year our situation has been that, when you just look at the figures you've presented, we wanted to put in the full amount for salary increases and we tried to balance the budget. Right now, we're \$75,000 short and have not even provided for anything approaching inflation in current operating expenses and that was in the point we discussed in the Budget Committee meeting.

The last time we did that review, if my memory serves me correct, Mr. Overby's request for a full-time secretary ranked rather high, but it did not rank up there at the top, and so we looked at how we could do our dollars, and we actually shifted some secretaries--people were unhappy because they lost a half time position or another position. We shifted some positions and, with the dollars that we had, we went down the priority list that had been identified by that process. That is why there's not a full-time secretarial position there.

Mr. Christopher: Is there a motion. As I understand, you have no objection to the Board voting the University Attorney a full-time secretary?

Dr. Curris: No. The only point I'm trying to say is in the absence of the Board dealing with these things on an individual basis, what we wind up doing is just evaluating them through our Personnel Office and prioritizing them. That's how we handle it, but quite obviously, the Board can do as it sees fit, and we will certainly incorporate such into the budget.

Mr. McCuiston: I make the motion that we put a full-time secretary [in the office of the University Attorney].

Is his wife not working at all now?

Dr. Curris: At this point.

Mr. McCuiston: Would it be satisfactory to say that she could be paid half-time if she works? This would be giving them a position and a half.

Mr. Christopher: That was not necessarily the request. You just want a full-time secretary?

Mr. Overby: A full-time secretary or two half-time secretaries, whichever the Board will make it.

Mr. Carneal: I wouldn't make it optional if you're going to do it. I have to agree that if we're going to sit here and second-guess the Personnel Department and other people who make surveys and that's exactly what we're doing, it's certainly something that ought to

be the exception rather than the rule. It's much better if he needs a full-time secretary to make it a full-time secretary. If he has to pay overtime, pay overtime rather than leaving it open to half-time and part-time and sometime.

Mr. Christopher: Very good.

Mr. West: Is that in the form of a motion?

Mr. Christopher: Is that your motion?

Mr. McCuiston: Yes.

Mr. Christopher: Is there a second?

Mr. Carneal: I'll second the motion.

Mr. Christopher: All those in favor, state aye; opposed, nay. There being no nays, motion passes.

Mr. Christopher: In response to your request for a committee, Mr. Carneal, let me ask you, Mr. Woodall, Dr. Curris, and Dr. Gordon to constitute the committee to investigate athletic expenditures. Isn't that what you are requesting?

Mr. Carneal: Not exactly.

Mr. Christopher: I think this is an item that's going to have to be addressed.

Mr. Carneal: I agree that this University has got to address that program. There is no question about it, and I think the quicker we get on it and recognize that the better. This is something of concern to the Council on Higher Education as we all know. We've talked about it before. I did not necessarily want to be on the committee. I think it could be done within the University; it seems to me, and report back to the Budget Committee if you want them to. But you need somebody that is right here with the University. I don't have any suggestions as to who it might be. I talked a little bit about it with Marshall Gordon today, and I think he agrees with me that this is something that we must address.

I did read the proposal of the University of Louisville. I happened to have a copy of what they proposed to do to eliminate their deficit within five years and have it down to \$60,000 in three years and discussed it with Jim Hall this morning.

Dr. Curris: May I make a comment?

Mr. Carneal: I wish you would. I'm just throwing it out for thoughts.

Dr. Curris: In light of the concerns and expressions by this Board dealing with intercollegiate athletics, I tend to agree that there should be some kind of Board committee or Board representation on a committee as you suggested, Ron. When you start talking about the study that is done, I think the responsibility needs to fall right on the key people that are involved in the area; so I don't see the committee doing all the study. I see the study being done in line with the directions and guidelines set by this committee, and then the study coming to the committee and the committee doing what it wishes with it, and then making a report back to the Board. That would be my idea.

Mr. Carneal: That is sort of what I had in mind. Maybe Dr. Curris or Marshall or somebody would have a better idea than I do.

Mr. Christopher: Do you want to make any comments, Dr. Gordon?

Dr. Gordon: I would be very happy to participate in some kind of committee to take a look at this situation. I agree with Mr. Carneal; I think it is something that is of considerable interest across the State now, and whether it be a committee of the Board or a committee within the University is fine. I will be happy to assist in any way.

Mr. Christopher: I think the timeframe is important.

Mr. Carneal: It is, but I don't know what they will be able to come up with between now and the time we've got to approve a budget. Maybe they will have some things. Hopefully.

You've read in the paper all of the different things that are being considered by universities. I think we've got to make some.

Mr. Christopher: Let's leave it then that, Dr. Curris, you will appoint a committee within the University to make a study, and then we will take that material and...

Mr. Carneal: They can report back anything that would have a bearing on the budget before budget time.

Dr. Curris: To whom do we report?

Dr. Settle: I think the total Board. The total Board took a positive stance a few years ago in the area of athletics. It should be involved in determining what happens to athletics. Report to total Board.

Mr. Carneal: I agree with that, and I for one am not advocating any de-emphasis of the importance of those programs.

Mr. McCuiston: It looks like on that committee you would want to include your athletic director and two coaches. I don't know who else.

Dr. Curris: Before we go any further, I just want to make sure I understand what it is that is expected of a committee. Now, as I understand it, to study. Is there any other direction beyond study?

Mr. McCuiston: You need to make some recommendations of what you find.

Dr. Settle: I would say study athletic budgetary cuts, because that is what's going to be the bottom line. That is what is going to have to take place to some extent.

Mr. Carneal: Or by the same token, revenue increases.

Dr. Settle: That's right.

Mr. Carneal: We talked about expanding the M Club and/or the increased price of ticket sales.

Dr. Curris: In short, what we are really trying to address is ways to reduce the subsidy from the general fund for the intercollegiate athletic programs.

Mr. Carneal: I think it will be very helpful when Jim Hall gets his data as to what other universities are counting so we are making the correct comparison.

Mr. Christopher: Are we asking this committee to report to the full Board in June or do we want to look further?

Dr. Settle: The sooner, the better.

Mr. Carneal: I would assume that this Board favors that.

- Dr. Curris: I don't think that the kind of study that is going to be involved could be completed by June, but I think the point was made that if there are some recommendations that can be agreed upon that would have a positive impact on next year's budget and those can be done by June that they be submitted to the Board.
- Mr. Carneal: For example, you decided to double the price of the tickets. That would have a direct bearing on the case.
- Mr. McCuiston: You might want to include whoever is president of the M Club in that committee so you'd get outside support. Who is that?
- Dr. Curris: Is George still president, Marshall?
- Dr. Gordon: Yes, sir. George Oakley.
- Mr. Christopher: Is there anyone on the Board who would like to volunteer to meet with that committee?
- Mr. Woodall: I wouldn't mind it. I'm kind of interested in the situation.
- Mr. Christopher: Include Mr. Woodall.
- Mr. McCuiston: Could send a notice out of when and some of the rest of us might if we're available.
- Mr. McClure: The reason I threw my hand up to be included is because Jimmy Wilder and I have already had several discussions on promotional aspects of athletics next year.
- Dr. Curris: You'd like to be on the committee? Good.
- Mr. West: I am not teaching this summer, and I'm already on eight committees, but just a point of information, do you anticipate the Budget Committee meeting again before the June meeting?
- Mr. Carneal: What I think we discussed is that we would meet prior to the regular Board meeting.
- Dr. Curris: The discussion was that the Budget Committee would meet on the same day, but prior to the regular Board meeting.
- Mr. McClure: I meant to extend my statement a moment ago that I would like to see Jimmy Wilder on that committee. It might have been assumed, but I wanted to state that. In addition, Mr. Morgan made the point that the inclusion of the women would be very important.
- Mr. Christopher: This committee can get too big. Let's hold the committee to-- you may have some other suggestions--Dr. Curris, Dr. Gordon, the Athletic Director, Mr. Woodall, and who would be appropriate to represent women's athletics?
- Mrs. Page: Ed Settle. [in jest]
- Mr. Christopher: Mark wants to be on the committee, and George Oakley.
- Dr. Curris: When you have a committee that functions, it basically has two choices. It functions on its own or it relies on certain staff to do the leg work and bring it back to the committee. If we move in the direction of expanding the committee so large, it is going to have to rely upon the staff to do a lot of the work, and it seems to me that while the committee can evaluate, make recommendations and look at things, the initial input in terms of what needs to be done is a responsibility that has to fall on the area in question. I just want to make sure there is an understanding that is how we will probably proceed. If you don't want to do that, let me know. In other words, basically saying that we feel as if a plan needs to be developed to accomplish these things and you go to the Athletic Department and you say you proceed to give us your recommendations as to how we can

accomplish these goals. That is not to say that the committee will accept them all, or may not have its own, but that seems to be the best way to approach it. If you do that, then you don't need to have everybody on the committee because many of the people would be involved in doing the study. I don't want to confuse the issues. That is how I would suggest to the committee that we proceed unless the Board has different directions.

Mr. Christopher: Any other comments?

If you feel it necessary to expand your committee, feel free to do so.

Is there any other item before we go into executive session?

The purpose of this executive session is to discuss budgetary matters and property acquisition matter.

Mr. Morgan: We are going to discuss the positions that are not listed now; is that correct? Mr. Chairman, do you want that discussed now?

Would that be an executive session item? Adding a position that's not listed here as we did a while ago a full-time secretary?

Mr. Christopher: I think that's to be discussed in public. We will come back into public session.

Mr. McCuiston: I move we go into executive session for discussion of salary for personnel listed in the budget and property acquisitions.

Mr. West: I second.

Mr. Christopher: All in favor, please say aye; opposed, nay. There being no nays, motion passes.

We will have a five-minute recess. We have no way of knowing how long this will take, but we will come back into public session at the conclusion of the executive session.

The executive session began at 4:45 p.m. and ended at 9:00 p.m. The public session reconvened at 9:05 p.m.

Mr. Carneal: Mr. Chairman, I move that the recommendation of the budget committee with reference to wages of faculty and staff be approved.

(See attachment G)

Mr. McClure: Second.

Mr. Christopher: Any further discussion? Being none, would you call the roll, please.

Mr. Carneal, aye; Dr. Howard, aye; Mr. McClure, aye; Mr. McCuiston, pass; Mr. Morgan, aye; Mrs. Page, aye; Dr. Settle, aye; Mr. Woodall, aye; and Mr. Christopher, aye. Motion passed.

Mr. Christopher: Let's go back to the freeze policy committee.

Mr. Carneal: I recommend the policy as presented to members of the Board on the freeze of non-faculty positions be adopted.

Mr. Christopher: That includes the suggestion that the committee confer with Mr. Woodall on a routine basis.

Mr. Carneal: That is right.

Mrs. Page: Second.

Mr. Christopher: Any further discussion? Being none, all in favor say aye; opposed, nay. There being no nays, motion passes.

Someone wanted to discuss the telephone system.

Dr. Howard: This item involves the Physical Plant committee concerning the proposed new telephone system, and Mr. Carneal and Mrs. Page had questions to Dr. Gray.

Mrs. Page: I just received a call inquiring about it, and I knew nothing about it so I said I would inquire. Are we changing the telephone system?

Dr. Gray: We have gone out for bids as handled by the state telecommunications division. The bids have been analyzed. We have received a recommendation from the State. I have concurred in that recommendation and requested that the Board approve the recommendation.

Mrs. Page: The question was raised to me, since the technology is changing so fast, was it advisable right at this time to go into a program like this?

Dr. Gray: The telephone system we have now is probably 30 years old in technology. We are limping along. The system that I have recommended has been on the market for approximately five years, and I would estimate that it has a minimum of 15-20 years of technological life in it. The bid that I recommended be awarded is for a ten-year lease-purchase at which we break even cost in fifty months, so that I feel that it is a fairly safe way to go from the standpoint of technology.

Mr. Christopher: So you are recommending Board action?

Mrs. Page: Are we going to vote on it tonight?

Dr. Curris: When this issue first came up, it was in this February 21 period. I talked to Ron and he suggested that we go to the Physical Plant Committee inasmuch as it was a major change. When the State evaluated the bids, they felt that with a couple of changes in the specifications we could save more money, so the decision was made, and we agreed to rebid it with these changes. This was done, and the bids were opened in April. The State, by virtue of their bid procedures, required an approval from the University on two things: 1) by May 1, they had to notify the low bidder so the Physical Plant Committee met to discuss that, and we okayed proceeding beyond that May 1 that they would then enter discussions by May 1. 2) the second date is May 31; that's the date the contract is to be awarded if it is to be awarded. Based upon the earlier conversation, we dealt with it in the Physical Plant Committee recognizing that the negotiations--we don't do the negotiations, the State does--that we still had some time period before the deadline of May 31. There was no decision made to take this to the full Board. Quite obviously, it can come to the full Board if the Board or the Physical Plant Committee feels it is appropriate. The problem on something like this is that the technical analysis runs rather deep. In fact, the documents are about this thick, and the analysis has been made not only by Dr. Gray, but also by the people in the Department of Finance that look at telephone systems throughout the State, and they have recommended that we go and award it to the low bidder.

The information that I have is the same as Dr. Gray has conveyed. The only thing that I would add to that is there are technological advances. There's no question about that and as he pointed out, this new system has been five years on the market, and there may be additional advances in technology, but our experience, particularly in the computer areas is that when there are technological advances that does not mean you have lower costs.

Dr. Curris: The situation with computers, for example, is a new generation of computers, the cost is here. Then, as competition comes in and the bugs are worked out, the costs drop. Then, there is a new technological advance and you go back up. So, there may be some technological advances that occur in the next few years, but no one knows whether the costs of those advances would provide any kind of benefit to us, and at the same time you really don't know what advantages to the functioning of the University there would be. It's just like several years ago there weren't touch-tone telephones; those are great. When they came out, you paid considerably more to get a touch-tone telephone. Well, you could still dial; we have a dial. Under this new system, we go to touch-tone telephones. You could live without touch-tone telephone; it's not that important, but now the cost has dropped to a level that it's pretty much the same as the dialing ones, and technology has been refined to the point there's a convenience at no added costs. The key thing here is in comparison to where we are today; we're going to make some major advances particularly in controlling costs, and the usefulness of that system has been estimated 15 years.

Significantly, the pay-back cost is estimated and is predicated on about a 10% rate increase a year. The last few years, our rate increases have been above 10%, but with a 10% rate increase a year, we have a pay back in 50 months, so that even if technology changes, and we think it's really desirable, five years from now if we wanted to make some kind of change, we could. So we think there is really little down-side risk for us and significant improvement over where we are. Dick, have I paraphrased what you've told me pretty well?

Dr. Gray: You've done it.

Mr. Carneal: Sara, I have seen Dr. Gray earlier in the day and he answered my questions.

Mr. Morgan: Does this have to be approved by the Board?

Dr. Curris: It does not have to be approved by the Board, as I understand it.

Mr. McClure: If it's any comfort to the Board, from an engineering standpoint since that's my major, I will enter this little piece of trivia.

In the last 20 years, the cost of electronic equipment has dropped greatly. I think the statistic is that if Rolls Royces had followed the same trend as electronic equipment, you could buy one today for \$54. However, it has bottomed out; don't be deceived by that. Don't assume that in five years you can get the same equipment for a lot lower price. Once something has been on the market for a period, as Dr. Curris said--once it bottoms out--that's when you buy it. We've gotten to a point to where we're down to the cost of the materials themselves, and from this point on the general trend is going to be that the equipment is going to be more expensive. The price isn't going to drop much more. Our fairy tale has pretty much ended. This is the time to buy.

Mr. Christopher: Any further discussion?

Mr. Carneal: Charlie, do you have any desire to have the Board take action on it?

Dr. Howard: Not necessarily. I just thought for the information of the Board members that should be brought out. I think some people have gotten calls.

Mr. Christopher: I think that it would be appropriate that this Board adopt a resolution expressing its appreciation to Mr. Terry Clark for his service to the Board. I might announce for those that may be listening or our guests that Terry had to leave and is not here now. I would like to entertain a motion. Mr. Morgan makes the motion and Mr. West seconds. I take it that the resolution will be appropriately worded. All those in favor say, aye; opposed, nay; and there being no nays, motion passes.

(see addendum)

Mr. Christopher: Dr. Curris has asked publicly for this Board to give him some direction on the payment of some of the expenses incurred by the Board. Is there a motion to address that request?

Mr. Morgan: I make a motion that the bills be paid, that the Board incurred. Are you talking about the ones we've discussed?

Mr. Christopher: Yes, I suppose we're talking about Meany and Associates, the legal fees, and the court reporter. I know of no others.

Dr. Curris: Can I address those briefly?

Mr. Christopher: Let's see if we get a second.

Mr. Woodall: I second.

Dr. Curris: Let me take the court reporter. Let me just read a little memo I prepared to the Board. The University has received this bill; I am not sure of the exact amount because the bill did not come to me. Jim, are you familiar with the exact amount of that bill?

Mr. Overby: I turned it over to Mr. Shelley; it is approximately \$1,800.

Dr. Curris: This bill is for services rendered by Ms. Conner in conjunction with the appeal filed by the Board's attorney to the Kentucky Court of Appeals. The Department of Finance through the delegation of Imprest Petty Cash Authority provides legally sufficient authority for the University to pay for this service, but we do need an authorization from the Board. If the authorization is given, then the bill can be paid. That is the first one.

I hope you all recognize that I am tiptoeing on these things because these were expenditures that were authorized by the Board, and I was not involved in their authorization.

With reference to James R. Meany and Associates, a Personal Services Contract was issued by the State upon the request filed by representatives of the Board. The Personal Services Contract, the documentation was sent back by Cattie Lou Miller, who is in the Department of Finance. She said, "We have forwarded three copies of this contract to the Legislative Research Commission. However, no payment can be made under this contract until the LRC Personal Services Contract Review Subcommittee completes its review or unless alternate procedures occur as are set out in KRS 45.710 (4)."

It is my understanding that the Personal Services Contract Review Subcommittee has not taken action on the bill from James R. Meany and Associates, and accordingly, the University cannot pay that bill until that action is taken, or we get some other kind of legally sufficient authorization. It is further my understanding, Mr. Overby, that the Committee is meeting this month. Is that correct?

Mr. Overby: I believe you advised me of that. I have not received any information prior to receiving that.

Dr. Curris: It came up in April--it went to that committee in April--and there was no representative from the University present so they deferred any action on it until the May meeting. Mr. Shelley indicated to me, since that is the office that normally handles these things, that he has checked on the matter and someone is to represent the University at that meeting, so that hopefully they will take action.

The issue with the legal firm of Hurt, Haverstock & Jones is more difficult. No Personal Services Contract has been issued by the State for those legal services. We do have copies of the forms that were filled out at the University, which is a Proof of Necessity Form. That form must be filled out, and it goes through the process and at that point, if everything clears in Frankfort, a Personal Services Contract is issued. The Proof of Necessity Form was not completed in Frankfort, and so consequently, because the decision was made in Frankfort, a Personal Services Contract was not issued to the firm of Hurt, Haverstock & Jones. This puts the University, as I understand it, in the position of not having legally sufficient authorization to pay this firm.

Mr. Christopher: Dr. Curris, let me interrupt. It might save us some time. I had a conversation with Mr. Jerry Abramson yesterday, and let me just say that I will share with you at the conclusion of the meeting or whatever other time might be appropriate, how he said that could be handled, and it apparently can be paid. So I think that if the Board is in agreement that you should be directed to see that these are paid, I believe I can tell you how that should be done.

Dr. Curris: Well, of course, I want to do what the Board directs. The only point that I have here is that do you have anything in writing? You see, all I've gotten in writing do not indicate how they can be paid; and I am aware, for example, and I don't want to take the time, but an Attorney General's Opinion in 1980 on a related matter creates some problems unless there is something. All I ask is that--I don't want to be insubordinate--at the same time, I think we have to recognize two things. One is on an issue of this delicacy, we have got to make sure what we do is legal, and need something to hang the hat on. Secondly, recognizing that some questions arose with the Legislative Subcommittee some time back, I would recommend that we certainly have the proper justification. If that is there, then certainly it can be handled.

Mr. Christopher: Very good. Any further discussion? All those in favor, say aye; opposed, nay. There being no nays, motion passes.

Mr. West, you had several other items on the agenda. I think three other items. Can we pass those to the next meeting?

Mr. West: Yes. I have distributed copies of some of the concerns. They will not appear to be that significant to you, but I do hope that you will review the information and at the next meeting we can take a few minutes after you've had time to think about it, and we'll talk about it next time. Thank you.

Mr. Morgan: When is the next meeting scheduled?

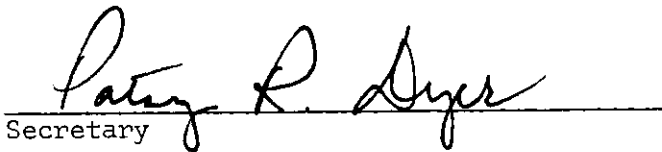
Mr. Christopher: I take it that Dr. Curris will let us know when the remaining budget items will be ready to go before the Budget Committee. They'll have to go before the Budget Committee first. It will depend on when that can be done. Your committee is going to have to meet. In any event, it is going to have to be before June 30.

Mr. Morgan: Some of us have conflicts of being at other places.

- Dr. Curris: I think the earliest we could meet would be on Saturday, May 30.
- Mr. Morgan: But, it's got to be before June 30?
- Mr. Woodall: When is the OVC meeting we were talking about?
- Dr. Curris: The 26th and the 27th.
- Mr. Morgan: Well, that weekend I could not meet. I've got that committee so let's not meet the last week.
- Dr. Curris: We'll try to have it in early June then.
- Mr. Morgan: Middle of June.
- Dr. Settle: Second week or so?
- Dr. Curris: If there are conflicts, let's sort of bring them out now because what we'll have to do is write or contact people, and if there are times that you cannot be here, do you know right now? If people are going to be gone for a week or so, let us know and that will help right now so that we could pin it down pretty quickly for everyone concerned.
- Mr. Christopher: My wife is chairman of the Charity Ball, and I know what I'll be doing the afternoon of the 30th.
- Mr. Woodall: What about June 9, that weekend?
- Dr. Settle: I'll be out of town.
- Dr. Curris: What about June 16 [13]?
- Mr. McCuiston: You said Hall will have to have two weeks to prepare the budget?
- Dr. Curris: What we're talking about is two weeks minimim from today, so if you move it back, it's no problem with us. What about June 16 [13]? If that's agreeable, why don't we just set it right now?
- Mr. Carneal: Is that a Saturday?
- Dr. Curris: Yes.
- Mr. Christopher: Are we going to have a morning meeting or afternoon? Do you like 1:00 or 1:30 p.m.?
- Mr. Woodall: One o'clock. Budget Committee can meet in the morning.
- Mr. Christopher: Unless somebody finds out that they've got major problems, let's say it is 99% definite that we will meet at 1:00 on Saturday, June 16 [13]. Anything further?
- Entertain a motion to adjourn.
- Dr. Howard: I so move.
- Dr. Settle: Second.
- Mr. Christopher: All in favor, say aye; opposed, nay; motion passes.

The meeting adjourned at 9:30 p.m.


Chairman


Secretary

ADDENDUM

WHEREAS, Terry L. Clark served as a member of the Murray State University Board of Regents from May 10, 1980, through May 9, 1981, and

WHEREAS, his dedicated service to the Board contributed to the improvement and advancement of the University in its efforts to serve the educational needs of the citizens of West Kentucky and the Commonwealth, and

WHEREAS, this service often required the sacrifice of valuable time and the contributions of many hours of difficult work, and

WHEREAS, he served as an effective advocate of the University's needs and programs, and

WHEREAS, his work as the Student Representative to the Board has brought honor to him, to the students, and to the University he has so faithfully served;

NOW, THEREFORE, BE IT RESOLVED that the citizens of the Commonwealth through the Murray State University Board of Regents hereby express their grateful appreciation to Terry L. Clark for his dedicated service to the University and its students.

BE IT ALSO RESOLVED that the Board wishes him continued prosperity and happiness in coming years.

Patricia R. Dyer
Secretary

M. Ronald Christensen
Chairman



Attachment A
PROPOSED
FEB 3 1981

Interoffice communication

subject: Proposed Reorganization in the College of Human Development and Learning

date: February 2, 1981

to: Constantine W. Curris
President

from: Hugh A. Noffsinger, Interim Dean
College of Human Development and Learning

- A. I endorse the merger of Psychology, Social Work, Counseling Services, and Rehabilitation into a new department in the College of Human Development and Learning.
- B. I endorse the merger of Instruction and Learning, Higher Education, and Administration and Supervision into a new department in Human Development and Learning.

Psychology is the discipline that relates to, supports and undergirds teacher education and other applied human service programs in the College of Human Development and Learning. As a discipline psychology provides the research and theoretical bases for the study and understanding of motivation, learning processes, teaching methods, evaluation, human growth, interpersonal and group relations, and social stratification. Situated in a department with other applied human service areas psychologists could support, enrich, and reinforce those services and simultaneously continue the research and experimentation that adds to basic knowledge. The proposed departmental structure sympathetically implemented would narrow the gap between theory and practice. This linkage between theory and practice in human service areas could increase the quality and quantity of human services delivered and thus better utilize the human and physical resources available.

In conclusion, the areas of psychology, social work, rehabilitation and counseling have much in common. Psychology and counseling are combined into single departments in many universities such as the University of Kentucky, Southern Illinois and Indiana University. This is a logical and defensible organizational structure for Murray State University.

I endorse the proposal to merge educational administration and supervision, higher education and instruction and learning into a new department where elementary education, secondary education and student teaching are now located. I would suggest that the kindergarten endorsement program should be included in this configuration.

Page 2, February 2, 1981
To: Dr. Curris
Re: Reorganization, HD&L

ECW

The merit of this proposal is that it combines the main-line teacher certification programs and administrator certification programs into a unified department. The divisive issue of collective bargaining in the public schools should not obscure the fact that teachers and administrators have more common concerns that should unite them than conflicting interests that divide them. By combining these programs administratively the university can send signals to both teachers and administrators in the region that we wish to contribute to unifying influences rather than divisive influences.

Secondly, this proposal would bring together in one department methods of research, history of education, philosophy of education, educational sociology and comparative education into a foundations of education unit central to graduate programs in the department.

Third, all of the administrator certification programs prescribe as pre-requisites that the candidates achieve standard teaching certificates based on master's degrees. The certification program for principals and supervisors are forty-five semester hour programs including the master's degree. This overlapping interest in a master's degree for teachers that also serves as a large component of administrator certification programs suggests the need for cooperation and collaboration among advisers to graduate students in related programs.

Fourth, there are former school principals and supervisors in the Department of Instruction and Learning. All the members of the Division of Administration and Supervision are experienced public school teachers and have previously taught courses in elementary or secondary education. The proposed merger of the two divisions could result in more efficient and effective utilization of the personnel in the two divisions.

Finally, I and L and Administration and Supervision have traditionally offered most of the courses taught in extended campus centers at Paducah, Henderson, Madisonville and Hopkinsville. Merger of these divisions should contribute to improved coordination of extended campus offerings in addition to improved coordination of campus based programs.

Any administrative restructuring causes some inconvenience and requires some readjustment. The recommended mergers are not unique in this respect. Good leadership and support are needed for sympathetic implementation of the proposals. I believe the proposals merit support and sympathetic implementation. I so recommend them.

xc: Dr. Richard Butwell
Dr. John Taylor
Dr. James Willis
Dr. Charles Homra



Interoffice communication

subject: Proposed Reorganization

date: January 27, 1981

to: James Willis, Chairman
Department of Professional Studies

from: Jody Anderson, Director
Division of Higher Education

This memo is in response to our recent conversation regarding the proposed changes involving the Division of Higher Education.

I am in agreement that the logical placement for the Division of Higher Education is with a newly formed department to include Instruction and Learning, Administration and Supervision, and Higher Education. Our major purpose of preparing personnel for post-secondary educational institutions is in concert with the goals of the above mentioned areas.

I will do all possible to assist in a harmonious transition and positive working relationships if the changes are implemented.



Interoffice communication

subject: PROPOSED REORGANIZATION INVOLVING THE DIVISION OF ADMINISTRATION/SUPERVISION

date: January 29, 1981

to: Dr. James Willis, Chairman
Dept. of Professional Studies

from: Dr. William Ryan
Division of Administration/Supervision *William Ryan*

This memorandum is in response to our recent conversation regarding the reactions of the members of the division to the proposed reorganization that would directly involve the division.

The division is in agreement that the proposed move of Division of Administration/Supervision into a newly formed department to include Instruction and Learning, Higher Education, and Administration/Supervision is very logical and could, with proper leadership, lead to an era of cooperation and coordination between all those divisions concerned with education.

The majority of the personnel in Administration/Supervision were present when all of these divisions were together and actually feel something was lost when they were separated.

Concern for "people problems" involved in moving into another department and establishing a niche for the division is present, but it is just that--a concern.

We would approve of such a move, but we are perfectly satisfied to remain as we are primarily because of our relationship with members of the Department of Professional Studies.

j1



Interoffice communication

subject: Merger of HDL Units

date: April 17, 1981

to: Dr. Constantine W. Curris
Dr. Richard Butwell

from: Moses S. Koch
Dean, HDL

A handwritten signature in dark ink, appearing to read "M.S. Koch", written over the typed name and title.

Pursuant to my conference with President Curris on April 6 I have conferred individually with thirty faculty members in the three HDL units being considered for merger.

As a result I am convinced that the merger should facilitate program integrity, compatibility and coherence. The life-long continuance of learning furnishes a philosophical consistence; and the shared concern with certification invests the merger with a pragmatic consistence.

The major justification for this change is to provide a better learning program for students. I will not extend this memo with specifics. They are multiple.

As for difficulties this merger, like any change, carries threat, risk and uncertainties. To implement it this fall is difficult. However, I believe the positives far outweigh the negatives.

There are several related factors, though, to which we must be sensitive and to which we must provide optimum timely response, e.g.

1. Prompt definition of goals and targets for the newly constituted department, within a framework of institutional mission.
2. Sensitivity to the size and complexity of the new department.
3. Process and timing for selection of chairperson.
4. Adequacy of support e.g. secretarial, transportation, budget, equipment.

p. 2, April 17, 1981
Dr. Curris, Dr. Butwell


5. Provision of adequate space.
6. Configuration of office assignments.
7. Titling the new department.
8. Development of more objective data on which to make organizational decisions.

In addition I submit the following general comments:

1. Before the merger is announced, the Dean should meet together with all the units involved; and subsequently meet with the other HDL units if feasible (or at least chairpersons as a group).
2. Is the solicitation of suggestions for chairperson names (in my recent conferences) sufficient to fulfill the spirit and letter of University policy in selection of a chairperson? I am prepared to discuss with you the selection process and the selection of a chairperson.
3. Following this merger is it advisable to review the total HDL structure over a period of time?
4. By adding several tenured people to the current I & L Department we must preclude the likelihood of this becoming a subsequent hazard to the award of tenure to those current HDL members not yet tenured.
5. In view of the likely incorporation of the Psychology Department into the Professional Studies Department I intend to pursue a similar strategy relative to that possibility, i.e., meet with the Psychology Department (as a unit) and meet individually with the division directors within Professional Studies, beginning about April 22 and prior to any decision or public announcement of a merger. If you do not concur with this intent, please let me know.

cc: Hugh Noffsinger
Frank Black

Faculty Senate



Murray State University

Murray, Kentucky 42071

May 5, 1981

Dr. Constantine W. Curris, President
Murray State University
Murray, KY 42071

Dear Dr. Curris:

Last week's Murray State News carried an editorial which expresses my views and those of many of my colleagues in the Faculty Senate very well, addressing the recurring problem concerning the timing of important decisions and corresponding input by persons and groups affected by those decisions. Yet another example seems to be rapidly developing as I gain insight into the proposed academic reorganization of the College of Human Development and Learning.

It has been brought to my attention by members of one of the affected departments that, while faculty input has been solicited on an individual and group basis, no one is at the current time aware of the actual form of the reorganization recommendation to be made by the dean of the college to yourself, as University president. I, as well as others, am genuinely concerned that a recommendation will be made later this week and then presented to the Board of Regents at its Saturday meeting. To do this, would give little, if any, time for people directly affected by the decision to question the virtues of such a recommendation.

The Faculty Senate has sought in the past to be informed of all major recommendations, including those concerning academic reorganizations, well in advance of their being made final by the Board. Because the current issue concerning academic reorganization of the College of Human Development and Learning is a volatile one, with far-reaching implications for academics in general at Murray State University, I respectfully urge you to delay presentation of any recommendation on this matter until adequate input can be obtained from the faculties of the affected departments and the Faculty Senate. The input thus far has been inadequate in that faculty have not been informed of the administration's specific intentions in this matter.

Sincerely yours,



Ken Purcell, President

KP/cs

cc: Mr. Ron Christopher
Dean Moses Koch
Dr. Charles Homra

Members of the Board of Regents
Dr. Richard Butwell
Dr. James Willis



interoffice communication

subject: Selective Freeze on Hiring

date: May 8, 1981

to: President Curris

from: Richard Gray *RG*

In our recent discussions concerning budget reduction alternatives, you indicated that you would like for me to outline a procedure for implementing a selective freeze on non-faculty position vacancies. I propose the following sequence of activity in response to your request.

1. A position-vacancy review committee will be formed to evaluate all non-faculty vacancies that currently exist or that come into existence for as long as the committee is constituted. The committee will be composed of the Director of Personnel Services (Mr. George Stockton), the Affirmative Action Officer (Dr. Rick Stinchfield), and the Vice President for Administrative Services (Dr. Richard Gray).
2. By Monday, May 18, 1981, the committee will have reviewed all open non-faculty positions for the purpose of identifying those positions considered critical to University function. The committee will recommend that critical positions be filled. A temporary freeze will be recommended for all other positions.
3. By June 30, 1981, the committee will be prepared to make one of the following recommendations for each position previously frozen.
 - a. Fill position
 - b. Continue to freeze position
 - c. Eliminate position
4. The review and recommendation process outlined in 3, above, will be formally repeated on a regular basis.

The committee will formulate quantitative criteria for evaluating position vacancies to the extent possible. However, the nature of the task will inherently place emphasis on collective qualitative judgement. Meaningful interaction with affected organizational units will be central to the committee's decision-making process.

xc: Mr. George Stockton
Dr. Rick Stinchfield

SALARY ROSTER

Murray State University
1981-82

Abedzadeh, Saeed A.	\$19,000	Bailey, Gene N.	\$21,566
Adams, Eddie R.	25,550	Bailey, John E.	20,512
Adams, Griselda W.	9,379	Bailey, Laurel J.	7,812
Adams, John H.	23,200	Bailey, Paul D.	7,350
Adams, Lorraine S.	6,945	Baker, Janice L.	9,477
Adams, Lowell H.	10,828	Baldree, Pattie J.	12,800
Adams, Pamela S.	14,053	Balentine, Nancy L.	12,500
Adams, W. C.	17,750	Ball, Bertrand L., Jr.	24,600
Adams, William F.	18,755	Banker, Robert G.	8,331
Adelman, Frank W.	24,900	Bannon, Henry C.	22,701
Alderson, Carolyn J.	14,200	Barrett, Marilyn J.	12,022
Alexander, Rex E.	25,450	Barrett, Terry R.	22,600
Alexander, Sally L.	9,418	Barron, Lee W.	16,215
Alexander, Sara L.	9,379	Barrow, Dorothy A.	10,064
Allbritten, Eldon R.	7,350	Bartlett, Mary E.	8,791
Allbritten, Gloria L.	7,812	Barton, R. B.	24,917
Allbritten, William L.	24,600	Bates, Kay G.	19,600
Anderson, Buford R.	24,400	Batsel, William M., Jr.	19,800
Anderson, Jo Ann	22,200	Batts, Robert Andrew	30,575
Anderson, John M.	7,812	Baurer, Phyllis A.	12,747
Anderson, Larry D.	11,881	Baust, Joseph	21,650
Anderson, Thayle K.	20,971	Bayless, Evelyn L.	6,544
Armbruster, Margie Y.	14,500	Beahan, Charlotte	17,700
Armstrong, Bobby Z.	8,164	Beale, Joe C.	7,496
Armstrong, Jacqueline P.	9,160	Beamer, Cheryl O.	5,043
Arrowood, Rick W.	11,689	Beamer, Frank M.	34,592
Atkins, Lou Ann	21,000	Beane, Allan L.	20,900
Austin, Faye B.	18,700	Beasley, T. Wayne	24,000
Baar, Muriel L.	10,828	Beatty, Durwood W.	27,500
Baar, Robert K.	26,200	Beaver, Johnny F.	7,496
Badger, Robert E.	13,134	Begley, Thomas R.	21,550
Badger, Rosalee N.	9,203	Belcher, Martha S.	6,921
Baggett, Regina M.	9,379	Bell, Wayne C.	19,400
Baggett, Wallace E.	30,400	Bennett, Donald E.	25,300
Bailey, Ernie R.	17,450	Bennett, Gertrude G.	7,872

Benton, Claire M.	\$10,064	Brunson, Rhonda J.	\$ 8,791
Beyer, Louis M.	29,700	Bryan, Bobby	10,500
Biggs, James W.	22,620	Bryan, Phillip, Jr.	27,000
Black, Frank S.	35,200	Buchanan, Minda H.	8,140
Black, Franklin P.	17,296	Buchanan, Thomas C.	7,496
Black, Linda D.	8,140	Buck, Ruth A.	10,612
Black, Ruby L.	19,450	Bullington, Kathy R.	9,379
Blanchard, Jay S.	19,700	Bullock, Dana J.	7,746
Blanton, Virginia A.	7,496	Bumphis, Denise D.	4,434
Blodgett, Elizabeth G.	18,200	Burch, Eugene E.	13,301
Blodgett, Frank E.	19,850	Burgess, Roger B.	10,000
Bloom, Michael C.	18,500	Burkart, Charles H.	16,450
Bogal, Rosemarie R.	19,500	Burkeen, Dennis M.	8,331
Bogard, Oveta A.	12,841	Burkeen, Euel D.	10,524
Boggess, Gary W.	41,013	Burkeen, Eulene E.	8,140
Boggess, James T.	13,134	Burkeen, Oleta E.	21,900
Boltz, Connie J.	16,300	Burnley, Billy E.	21,620
Bomar, Carolyn G.	6,921	Burton, Billie H.	16,215
Booth, James L.	30,500	Burton, Henry A.	8,331
Bossing, Lewis L.	23,850	Buskuehl, Ellen R.	9,041
Boyd, Felice R.	7,865	Butwell, Richard L.	46,764
Boyd, Karen W.	22,700	Byers, Faye	10,235
Bradley, Edward	17,000	Cain, Julia F.	8,791
Bradley, Evelyn A.	26,000	Call, William L.	23,500
Bramlett, Robert W.	15,576	Callais, Muriel F.	19,250
Brandon, Danny R.	8,811	Cantrell, Grady L.	25,000
Brandon, James W.	13,134	Cantrell, Kizzie	10,000
Brandon, Sue B.	7,812	Canup, Wanda M.	6,412
Bridwell, Lynn B.	28,000	Carlin, James B.	24,000
Briggs, Mayre P.	10,828	Carlton, Joyce A.	7,496
Bright, Delbert L.	7,767	Carr, Ann D.	21,100
Britt, George N., Jr.	20,800	Carroll, Ronald D.	7,955
Brittain, Raymon B.	16,450	Carstens, Kenneth C.	19,840
Brockhagen, Grace C.	7,496	Carter, Eris C.	3,691
Brockway, Gary R.	27,870	Carter, James F.	14,000
Brown, M. Sue	18,431	Carter, Jenna C.	8,791
Brown, Mary F.	12,982	Carter, Mary L.	7,496
Brown, V. Elizabeth	10,064	Cartwright, Joe H.	32,200

Cassidy, Carole	\$ 6,544	Coleman, Rheanetta J.	\$ 9,379
Cassidy, David A.	6,921	Collins, Betty J.	7,812
Cavitt, J. C.	7,496	Collins, Irma H.	23,220
Cavitt, Margaret L.	4,688	Colson, Dorothy E.	8,263
Cella, C. Ronald	24,160	Colvin, Martha M.	17,500
Cella, Doris B.	8,216	Condon, Marilyn T.	21,550
Chamberlain, Don	25,700	Conklin, Raymond L.	21,120
Chandler, Theresa A.	9,203	Conley, Harry L., Jr.	25,400
Chaney, Charles H.	28,400	Cook, Phayree V.	13,823
Chapman, Alberta M.	26,150	Cooksey, Charles R.	15,576
Chapman, Thomas L.	11,689	Cooper, Bennie L.	20,600
Charles, Kathy L.	16,000	Cooper, James Rex	15,000
Chengappa, Muckatira M.	27,000	Cooper, Joan	8,791
Cheponis, George J.	19,000	Cooper, John D.	15,576
Cherry, William N.	28,500	Cooper, Lloyd A.	13,509
Childress, Norma J.	4,434	Cornelius, Fred H.	18,140
Christenberry, Danny R.	5,888	Cornell, Rosemary J.	9,379
Christensen, Bruce M.	19,600	Cornell, William C.	19,750
Christopher, Juletta E.	7,341	Cornell, William D.	25,641
Christopher, Rachel M.	18,500	Counts, Annie B.	6,544
Clark, Armin Lee	24,600	Coursey, Elizabeth A.	8,446
Clark, Howell R.	30,100	Cowin, Hazel M.	20,000
Clark, Laura B.	11,990	Cowin, Joseph B.	2,500
Clark, Martha E.	20,000	Crabtree, Debra S.	7,812
Clark, Michael A.	16,647	Craft, Judith A.	7,985
Clark, Pamela B.	9,379	Crafton, Arvin D.	23,069
Clary, Phyllis R.	7,364	Crick, Jimmy D.	11,547
Cloys, Adrian B.	14,365	Crider, Pattie A.	8,791
Cloys, Margaret B.	9,379	Crittendon, Murel E.	15,576
Cobb, Donna G.	7,364	Crum, Gary L.	8,988
Cochran, Sue M.	9,496	Crunk, Judy A.	7,862
Cohen, Michael M.	23,290	Culbert, Barbara K.	22,400
Cohoon, Joanne B.	11,709	Culp, Jean K.	22,500
Cohoon, Juanita A.	10,828	Culpepper, Jetta C.	19,080
Coker, Bill L.	24,750	Culver, Rita D.	4,688
Cole, Margaret	7,976	Cunningham, Anna M.	10,064
Coleman, Celia JeNeane	9,379	Cunningham, Ruth	9,160
Coleman, Eleanor P.	10,235	Curris, Constantine W.	60,360

Daniel, Robert E.	\$22,863	Earnest, James D.	\$18,900
Daughaday, C. H.	22,580	Eaves, Hubert	7,108
Davis, Ed A.	15,800	Edwards, Charles M.	11,547
Davis, Nicholas D.	7,350	Edwards, Gela W.	9,379
Dawkins, Sarah C.	24,000	Edwards, Sandra S.	7,832
Dawson, Gertrude	10,828	Edwards, W. Frank	35,000
Deaver, Philip F.	26,700	Elder, Harvey L.	26,350
Denny, Nancy E.	15,500	Eldredge, David L.	43,800
Devine, John W.	27,187	Eldridge, Charles L.	27,890
DeVoss, David V.	12,486	Elkins, Marian H.	8,051
Dick, Wanda F.	8,017	Elkins, Pat W.	12,179
Dickens, Michael S.	21,620	Ellis, Charletter A.	10,656
Dill, H. Mike	24,980	Ellison, Betty L.	5,624
Dill, Marilyn V.	7,000	Elwell, Franklin W.	17,180
Dinh, Cong G.	6,921	Emerson, Alice F.	10,828
Doak, Karole W.	11,696	Erwin, Marilyn L.	5,772
Douglas, Bonnie S.	9,379	Erwin, Martha O.	32,750
Doyle, Carol J.	4,400	Erwin, Polly E.	9,160
Drenner, David A.	11,963	Etherton, Robert C.	34,500
Dreyer, Jeffre L.	16,200	Evanko, Joseph M.	15,120
DuFord, Sally A.	20,350	Evans, Leah B.	10,064
Dugger, Charles	8,331	Evans, Shelia F.	9,379
Dugger, Donald W.	11,735	Eversmeyer, H. E.	25,400
Dugger, Dwain R.	7,517	Fairbanks, Kenneth	20,250
Duke, Charles R.	25,400	Fairless, Alice S.	20,200
Duncan, Don D.	23,566	Fannin, Lowell D.	9,160
Duncan, Janice F.	6,921	Fannin, T. E.	30,500
Duncan, Myrtle M.	7,496	Farley, Linda K.	15,800
Duncan, Pamela S.	9,379	Farley, Robin M.	7,496
Duncan, Steven L.	6,864	Farrell, John R.	25,900
Dunman, Susan K.	15,000	Farrell, Teckla M.	4,396
Dunn, Bobby L.	8,331	Farris, Dorothy A.	7,812
Dunn, Robert F.	600	Farris, Theda M.	8,791
Dunn, Shirley J.	8,051	Faughn, John H.	20,940
Durham, Pamela J.	4,430	Fazi, Frank	25,700
Dyer, Joe R.	25,000	Felts, Rhonda K.	3,936
Dyer, Patsy R.	20,000	Fenton, Edmund, Jr.	19,000
Early, Ruth E.	5,888	Fenton, Gerry H.	10,064

Ferguson, John W.	\$32,430	Garrott, M. C.	\$30,430
Ferguson, Richard D.	12,465	Geurin, Mildred P.	12,179
Fielder, George	9,772	Gibbs, David E.	32,700
Finley, John M.	12,500	Gibson, Rosetta L.	8,140
Finney, O. Gayle	15,576	Gibson, Vanda J.	20,900
Fischer, Aaron M.	17,300	Giles, Howard C.	28,700
Fitch, Franklin G.	25,620	Goad, John T.	18,453
Fleming, Donald B.	11,213	Goetz, Robert C.	20,539
Fleming, Kathleen D.	9,379	Goodman, John S.	6,864
Flora, Faye Nell	19,300	Gordon, Annette W.	24,863
Flynn, James R.	7,559	Gordon, Deborah J.	7,832
Folsom, Burton W.	19,050	Gordon, Joyce A.	14,600
Ford, F. Nelson	21,620	Gordon, Marshall M.	45,136
Foreman, Terry H.	24,430	Gore, E. Bailey	23,200
Forrester, Kent H.	21,560	Graham, Jimmy D.	11,924
Fowler, Nancy B.	15,500	Graham, Sharon R.	10,828
Fox, Robert B.	24,250	Gray, Thomas E.	32,500
Foy, Cleveland F.	7,851	Gray, Virginia M.	7,364
Frank, James H.	26,800	Green, Jeffrey R.	20,500
Free, Mark W.	7,141	Green, Joe E.	17,800
Friebel, Eldora M.	10,064	Greene, Ronald L.	42,000
Friedgen, Ralph H.	28,106	Greer, Marlin E.	25,100
Fuhrmann, Joseph T.	18,788	Greer, Sharon C.	14,170
Fulkerson, Linda F.	9,379	Griffin, C. Ramon	28,106
Fuller, Marian J.	24,500	Griffin, John D.	19,700
Furches, Jeanette P.	21,000	Griffin, John B.	17,070
Furches, W. Harry	19,800	Grimes, Daniel W.	14,244
Furgerson, William W.	27,070	Grimes, J. Milton	21,850
Futrell, Plomer O.	8,811	Grogan, Miladeen	6,544
Futrell, Terri L.	7,812	Gude, Frank N.	7,496
Galloway, Rex F.	32,000	Guier, Martha L.	27,000
Gantt, Vernon W.	27,125	Guin, Larry D.	26,000
Gantt, Wilson	32,000	Gupton, Gladys E.	7,517
Garfield, Gene J.	23,500	Guthrie, Charles K.	21,011
Garfield, Roberta M.	16,500	Haak, Charles W.	12,972
Garland, Carmen S.	12,800	Haden, Walter Darrell	2,600
Garland, Wanda J.	6,412	Hainsworth, J. C.	26,400
Garner, Carol A.	18,000	Hale, Bonita G.	8,588

Hale, Dan M.	\$ 7,496	Hendren, Glen R.	\$23,150
Hale, Judy A.	6,544	Hendren, Marcia C.	7,505
Hale, Vivian M.	13,373	Henley, Melvin B.	18,100
Hall, James O.	42,400	Henry, Prentess A.	6,200
Hall, Jane P.	18,250	Henson, Lenna K.	6,921
Halley, Dorothy B.	10,064	Henson, Louie F.	11,547
Hammack, James W., Jr.	25,150	Henson, Robert G.	7,350
Hammat, Paula J.	15,400	Herndon, Donna R.	23,500
Hamra, Armel Jean	14,500	Herndon, Elton E.	7,496
Hancock, Katherine	10,612	Herndon, Glenda R.	9,379
Haney, Brenda L.	10,987	Herndon, Jerry A.	25,200
Haney, Roger D.	21,000	Herndon, Johnny W.	17,660
Harcourt, Jules V.	35,200	Herndon, Joyce S.	9,379
Hargis, James L.	12,179	Herren, Charles E.	32,750
Harrell, Ellen W.	10,828	Hester, Billy B.	7,872
Harrell, Kenneth E.	41,900	Hester, Paul	11,547
Harrington, C. Tracy	28,730	Hester, Radford	7,496
Harrison, Carroll F.	21,988	Hewitt, R. T.	21,130
Harrison, Dannie E.	25,300	Hicks, Clarence	8,609
Harrison, Elaine H.	7,691	Hicks, Lorene L.	5,888
Harrison, Jacquelyn S.	24,000	Hicks, Milford L.	15,576
Harrison, Janice G.	8,791	Hicks, Sammy K.	11,338
Hart, Barbara D.	19,500	Higgins, Kathryn J.	10,816
Hassell, Marion D.	26,214	Higginson, Bonnie C.	12,500
Hatton, Roy O.	22,770	Hill, I. Louise	8,609
Haws, Gary L.	22,344	Hill, Marilyn K.	6,921
Hayes, Vernon M.	13,005	Hill, Norette M.	8,018
Hazler, Richard J.	19,600	Hillman, Wildie G.	15,576
Head, Nita J.	24,733	Hobbs, Steven E.	9,897
Head, Robert W.	32,000	Hodge, Mildred L.	11,278
Heathcott, Eldon E.	27,900	Hoffman, Carol H.	5,335
Heim, Keith M.	22,600	Hogancamp, Thomas B.	15,000
Hejkal, Thomas W.	18,000	Holcomb, Thomas F.	23,800
Helge, Doris I.	28,050	Holland, R. Modell	6,544
Helton, Roy A., Jr.	17,596	Holloway, Billy D.	12,549
Henderson, Mary D.	5,888	Holloway, Glenna J.	4,434
Henderson, Robert S.	7,559	Holloway, Sondra	4,351
Hendon, Robert L.	24,600	Holt, Richard W.	8,331

Holt, William J.	\$27,168	Johnson, Al W.	\$ 7,559
Homra, Charles A.	26,700	Johnson, Donald W.	27,000
Honchul, Quava C.	16,420	Johnson, Janice L.	5,878
Hooks, Janice	22,600	Johnson, Michael E.	20,350
Hopkins, Glen E.	7,496	Johnson, R. Barry	18,750
Horman, Penny	9,203	Johnson, Willis N.	24,550
Horn, Mildred R.	10,828	Joiner, Lisa	8,580
Hornsby, Betty A.	9,379	Jones, Alvis E.	16,647
Horwood, Stephen E.	21,250	Jones, Barton L.	13,134
Hosford, Joe M.	17,660	Jones, Carl W.	10,127
Hosford, Patricia M.	9,379	Jones, Donald E.	38,600
Hough, A. L.	21,231	Jones, Gary D.	26,500
Houston, Doris A.	12,668	Jones, H. Marie	9,379
Houston, Hal E.	6,400	Jones, Keith A.	17,296
Howard, Robert	19,620	Jones, Lois E.	9,160
Howell, David L.	20,800	Jones, Mary E.	7,496
Hudspeth, L. V.	7,496	Jones, Robert W.	24,700
Huffman, Douglas E.	29,944	Jones, Steven H.	17,101
Hughes, M. Ruth	10,280	Jones, Thomas H.	8,811
Huie, Charles P.	7,559	Joyce, Shirley L.	7,324
Hulick, Charles H.	22,470	Julian, Frank H.	42,424
Hull, Oren L.	20,500	Kadel, Wade L.	40,538
Humphreys, W. Ben	28,360	Kaufman, James R.	24,000
Hurt, Mary F.	8,140	Keeslar, Suzanne M.	18,920
Hurt, Donna Maria	11,934	Keller, Howard H.	27,420
Hussung, Karl F.	29,187	Kelly, Don C.	34,052
Irwin, David H.	19,134	Kelly, Kathey S.	11,689
Jacks, Lloyd P.	28,550	Kendall, Katherine P.	7,496
Jackson, Clara L.	8,018	Kennedy, Thomas D.	18,000
Jackson, Irvan B.	8,895	Kent, Paulette L.	14,594
Jackson, Joseph N.	11,000	Kerr, Jackie L.	8,049
James, George	22,500	Key, Stan R.	19,900
Jarman, Mark F.	17,420	Kidd, Robert L.	22,130
Jeffrey, James R.	7,382	Kidd, William W.	13,100
Jeter, Debra J.	9,125	Kimbrow, Gene D.	12,987
Jetton, Raymond U.	8,811	Kind, Thomas C.	22,400
Jewell, Horard R.	13,500	King, Eva F.	8,791
Jimenez, Lydia	10,279	King, Joe M.	22,000

Kingins, Betty J.	\$ 9,375	Leslie, R. Jo	\$ 9,026
Kingins, Hal K.	14,000	Lew, Aimee T.	3,680
Kirk, Roy V.	28,376	Lew, William W.	22,510
Kirks, Mary K.	8,987	Lewis, Katherine K.	9,160
Klein, Nancy M.	8,791	Lewis, Lola P.	8,791
Koch, Moses S.	43,200	Leys, Dale D.	17,750
Kodman, Frank, Jr.	24,700	Lippman, Judyth C.	19,080
Koenecke, Alice J.	32,600	Litchfield, Hollis E.	17,264
Krabill, Jane	10,000	Loberger, Gordon J.	20,961
Kratzer, David E.	24,200	Long, Enola M.	12,179
Krizan, Adolph C.	20,520	Long, James T.	34,500
Kumar, Frederick L.	23,990	Lorrah, Jean I.	24,050
Kupchella, Charles E.	35,400	Lovell, Florence P.	14,700
Lake, Merritt M.	21,600	Loveridge, Melva J.	9,379
Lamb, J. D.	8,331	Lovett, Donald W.	14,282
Lamb, Larry G.	9,379	Lovett, Jo H.	18,300
Lamb, Linda S.	7,496	Lovins, Julie H.	21,500
Lamb, Perry	8,331	Lovins, W. Gene	25,404
Lamb, Rhonda F.	5,888	Lusk, Homer L.	13,280
Lamb, Robert L.	7,517	Lyle, William F.	22,500
Lancaster, Carlisle M.	17,870	Lynch, E. Jean	9,242
Lane, Carolyn	4,434	Lynn, Paul K.	23,350
Lane, Norman O.	27,700	Lyons, Diana E.	8,051
Lane, Sandra J.	8,791	Lyons, Paul, Jr.	32,850
Lang, Mary E.	17,500	Lyons, Wanda J.	6,921
Lanier, Cynthia	15,120	Macha, Roger L.	24,500
Lanning, Adam B.	23,220	Maddox, William E.	27,350
LaPrade, Teresa A.	7,044	Maddux, Roxanna L.	19,470
Lassiter, Paul A.	7,496	Maher, Jennifer E.	7,602
Latto, Lowell D.	20,200	Mahfoud, W. E.	22,800
Lawson, Anita S.	21,900	Mahoney, Michael P.	20,539
Lawson, Hughie G.	23,490	Makowski, Ellen H.	18,000
Lawson, Mary E.	21,230	Malinauskas, Mark J.	24,100
Lax, Bobby C.	13,760	Malone, Bobby G.	25,300
Lax, John E.	13,718	Malone, Sue E.	16,400
Lax, Verna P.	15,800	Manning, Cheryl A.	6,544
Lee, Fred K.	8,209	Manning, Leland J.	7,496
Lee, Fred T.	9,375	Mansfield, Anita R.	10,142

Mansfield, Brenda A.	\$ 8,791	McGaha, Constance J.	\$10,832
Marine, Robbie J.	12,668	McGaughey, Robert H.	31,000
Marrs, Lawrence W.	35,400	McGuire, Mary J.	7,812
Marshall, Olivia B.	10,886	McIntosh, Dwain F.	23,133
Marshall, William R.	14,365	McKeever, James I.	19,100
Mason, Neale B.	25,320	McLaren, Cindy Lou	8,791
Mastera, Nell R.	8,909	McLaren, John D.	20,300
Masters, Jeane A.	3,600	McLaughlin, Anthony P.	7,700
Matarazzo, S. M.	27,728	McLendon, Richard	10,500
Mathis, Edith	15,100	McManamy, Ruth	8,791
Mathis, Gilbert L.	28,300	McNeary, Paul R.	22,000
Matlick, Eldon R.	15,980	Meeks, James L.	32,500
Matthai, James P.	26,322	Meloan, Nancy S.	16,500
Maupin, Joan L.	22,200	Meloan, Ross B.	15,800
May, Charles R.	26,900	Mikulcik, John D.	27,200
Mayes, Jerry W.	20,500	Milam, Cynthia B.	8,791
Mayfield, Linda J.	9,379	Miller, Donna C.	9,379
Maynard, Jerry D.	13,134	Miller, Dorothy S.	12,179
McBride, Jo M.	18,650	Miller, Fred L.	18,000
McCain, Eula L.	23,000	Miller, Irvin L.	13,238
McCann, Dorothy L.	9,379	Miller, Jack	9,160
McCann, Robert P.	21,850	Miller, James H.	13,134
McClain, Sherry J.	9,379	Miller, Joe R.	7,812
McClellan, B. E.	27,450	Miller, John M.	17,660
McClure, Aline W.	10,064	Miller, Michael G.	19,390
McClure, Imogene	6,921	Miller, R. C.	10,858
McClure, Michael W.	14,756	Miller, Thomas I.	34,250
McCuiston, Lila A.	11,689	Miller, Viola P.	24,000
McCuiston, Marilyn A.	8,791	Mills, Marvin	27,600
McCuiston, Rita D.	10,064	Milton, Harry W.	26,000
McDaniel, Jane	9,379	Minner, Sam H.	18,800
McDaniel, Ralph M.	11,797	Mitchell, Janet W.	18,970
McDonald, Daniel L.	18,000	Mizell, Johnnie L.	16,200
McDonald, John W.	24,500	Moeller, Linus J.	9,918
McDougal, Estelle	8,140	Mofield, W. Ray	27,800
McDougal, Johnny D.	25,600	Moody, R. Cullen	11,317
McDowell, Bobby D.	23,000	Moore, Charles W.	27,922
McFadden, R. Marilyn	22,700	Moore, Lawrence H.	25,070

Moore, Linda J.	\$ 8,427	Nolin, Robert R.	\$13,197
Moore, Ray P.	23,350	Norsworthy, Martha N.	7,566
Morgan, G. Jeanie	8,791	Oaken, Arnold	27,700
Morgan, Judith A.	19,000	Oakley, James A.	11,591
Morgan, Steven D.	19,458	Oas, Luke D.	19,166
Morgan, William Buel	5,773	O'Brien, Diane B.	21,300
Morris, James M.	12,444	O'Cain, Thomas M.	24,863
Morrison, John R.	15,576	Oeding, Randall L.	6,183
Morton, Hazel C.	10,828	Orr, Eva G.	6,921
Moseley, Owen B.	29,450	Orr, Nancy F.	12,280
Moyer, Robert E.	10,828	Osborne, M. Beauton	6,544
Muehleman, J. Thomas	24,500	Osborne, M. Jeanette	10,064
Mullinax, David E.	15,222	Outland, Charles D.	32,214
Murdock, Marilyn J.	10,064	Outland, Coley R.	15,576
Murphy, Carl E.	14,685	Outland, Elizabeth	9,160
Muscio, Oliver J.	20,800	Outland, L. E.	7,496
Muskgrow, Ruth A.	7,496	Outland, Mary E.	10,064
Myatt, Sharon U.	13,000	Outland, Mary L.	12,179
Myers, Robert L.	8,811	Outland, Nell C.	6,412
Mylroie, Joan R.	13,000	Overbey, Lochie	21,176
Mylroie, John E.	20,500	Overby, James O.	35,680
Naberezny, Paul M.	16,000	Owen, Brenda J.	10,064
Nance, Ruth F.	8,263	Owen, David A.	20,250
Nanny, Betty J.	8,791	Owen, W. Rehna	9,250
Naugle, Burl I.	22,000	Owens, Mary D.	7,812
Newell, Howard F.	31,300	Pace, Gary W.	6,921
Newport, Claretta C.	7,830	Page, Ann C.	13,354
Newsome, Audrey L.	11,547	Page, Melvin E.	22,300
Newsome, Deborah L.	8,140	Palermo, Victor J.	7,350
Newsome, Glenda S.	8,791	Palormo, Ann M.	14,244
Newsome, Howard L.	17,660	Parker, Martha M.	15,800
Newsome, Kenneth B.	9,793	Parker, Robbie	8,609
Newton, Steve J.	29,400	Parrish, Charles H.	9,104
Nichols, George V.	31,600	Parrish, Jerry H.	13,280
Nichols, Patsy A.	18,400	Parsons, William D.	40,700
Niffenegger, Philip B.	26,700	Partee, Jimmy L.	9,834
Noel, Peggy S.	4,434	Paschall, Adolphus	7,364
Noffsinger, Hugh A.	34,930	Paschall, Helen R.	7,496

Patterson, H. Neal	\$22,800	Prescott, James H.	\$14,365
Patterson, T. H.	8,028	Presson, Alta V.	26,279
Paulsen, Beth	8,791	Price, Kathleen C.	12,668
Pavelonis, George	18,000	Price, Phyllis G.	4,136
Payne, Carmen	7,496	Price, William O., Jr.	26,200
Payne, James E.	7,496	Pritchard, Carol A.	9,379
Payne, Judith S.	9,600	Pritchard, Kelly R.	8,791
Payne, William F.	29,830	Puckett, James D.	7,496
Pearce, Robert L.	14,400	Purcell, Bennie A.	21,450
Peeler, William R.	16,200	Purcell, John K.	21,150
Pennington, William R.	7,324	Purdom, M. Catherine	13,354
Perkins, Loyd S.	11,689	Ragsdale, Ronnie V.	17,100
Perkins, Ruth C.	8,791	Rakestrow, Richard A.	7,496
Perry, Adell K.	7,496	Ramsey, Barbara N.	8,791
Perry, Charles W.	7,496	Ramsey, Emma J.	7,812
Perry, Kenneth L.	9,793	Ramsey, Kenneth D.	15,331
Perry, Roger W.	5,000	Raney, Jean I.	7,324
Peterson, Clell T.	26,787	Read, William G.	30,000
Petrie, Garth F.	23,450	Reagan, Carolyn C.	8,588
Phelan, Margaret H.	14,200	Reagan, Johnny L.	31,850
Phillips, Verna M.	9,379	Reamer, Shirley M.	9,379
Pickard, Mabel W.	10,064	Reamer, William E.	10,732
Pickens, Kimberly J.	12,432	Redden, Rhonda A.	7,181
Pierce, Cheryl D.	5,888	Reed, Elmo	2,870
Pierce, Linda M.	14,800	Reed, Michael A.	7,872
Pinkston, W. L.	22,755	Reed, Willie O.	5,888
Pitman, Martha L.	9,379	Regler, Phyllis E.	6,544
Pitman, W. J.	25,200	Reichenbach, Uwe	17,700
Pogue, Eurie G.	15,576	Reichmuth, Roger E.	31,400
Poole, Betty L.	8,791	Reinhardt, Mark H.	15,500
Poplin, Dennis E.	33,200	Rice, William N.	15,000
Posey, Marian M.	12,386	Richard, Robert L.	12,600
Posey, Thomas B.	26,000	Richerson, Norma J.	8,263
Powell, Elizabeth C.	18,000	Richey, Frances C.	22,485
Poynor, Anita M.	9,203	Rigsby, Joseph V.	21,500
Pratt, Barbara A.	5,888	Riley, Irene M.	8,791
Pratt, William J.	16,400	Riley, Lindo	11,213
Prescott, Andy J.	7,183	Riley, Patricia A.	12,000

Ringelstein, Herbert	\$25,000	Sasso, Paul M.	\$16,200
Roberts, Danny H.	19,900	Sawicki, Linda	3,915
Roberts, Donna K.	4,434	Scarborough, Robert W.	17,660
Roberts, Nancy J.	16,350	Scarbrough, Doris	9,375
Roberts, Nathan D.	7,350	Schaefer, Karen J.	15,703
Robertson, Flavil M.	15,576	Schaeffer, James R.	11,755
Robertson, Harold G.	26,000	Schanbacher, E. M.	26,450
Robertson, Norma L.	8,588	Schechter, Marc W.	13,134
Robinson, Franklin E.	21,750	Schempp, James I.	21,270
Robinson, Mark P.	14,000	Schnautz, Edward W.	8,791
Robinson, Ronald L.	13,802	Schoenfeldt, Roger C.	26,910
Rodgers, Willa D.	8,263	Schroader, J. C.	7,496
Rogers, Billy C.	13,134	Schroeder, Gary	21,200
Rogers, Carl S.	23,728	Schwitters, Karen	13,100
Rogers, Devry S.	4,670	Scott, Arlie	23,250
Rogers, Lillian Loraine	15,000	Scott, Carolyn R.	5,888
Rogers, Naomi B.	14,000	Scott, Franky W.	7,496
Rogers, Sandra M.	11,689	Scott, Shirley A.	5,888
Rose, Barbara A.	12,394	Scribner, Duane R.	20,200
Rose, Joseph L.	22,593	Seale, William B.	36,000
Rose, Winfield H.	32,700	Seavers, Fred, Jr.	15,576
Ross, Molly F.	10,828	Seavers, Fred, III	7,350
Roulston, C. Robert	26,600	Seavers, Mary Joy	11,689
Roulston, Helen H.	17,620	Seitel, Alan L.	19,600
Rowland, Brenda C.	14,700	Senftleber, Fred C.	19,100
Rudolph, Holly S.	18,600	Shahan, Paul W.	30,190
Rudolph, James A.	24,000	Sharp, Ronnie H.	12,131
Rudolph, Mary L.	7,812	Sheeks, Charles R.	18,000
Rue, Sheila R.	11,250	Sheeks, R. Wayne	25,020
Rufli, Gayle M.	17,300	Shelby, Clifton O.	7,496
Rumsey, Nicholas P.	18,870	Shell, Vicki E.	23,875
Rusk, Pamela K.	15,500	Shelley, Drane	25,500
Russell, Janice P.	18,000	Shelton, Fred A.	7,183
Russell, Z. B.	14,867	Shelton, Gayle	20,000
Ryan, LaVerne C.	20,539	Shelton, V. R.	22,050
Ryan, William J.	27,800	Shepard, Frederick W.	26,200
Sammons, E. Susan	7,031	Sherin, Scott E.	14,300
Sanderbeck, Beth	15,000	Shoaff, William D.	18,500

Shoffner, Judy S.	\$ 7,496	Starkey, Don F.	\$27,050
Sholar, T. P.	18,850	Steele, Barry L.	16,650
Shown, Vernon E.	21,998	Steele, Sharon E.	8,791
Sickel, James B.	20,750	Steffen, Charles G.	18,140
Simmons, Margaret P.	20,150	Steiger, Richard	19,566
Simmons, May Boaz	18,161	Stein, Floyd	17,500
Simmons, Tom E.	20,600	Stepto, Estella K.	9,379
Simpson, Mildred H.	10,987	Stevenson, Pat R.	8,772
Sims, Annie M.	7,496	Stewart, Chad L.	35,650
Sims, Frankie D.	7,496	Stickler, James W.	19,515
Sims, Kem E.	7,496	Stinchfield, Richard	24,100
Sims, Myrtle M.	7,496	Stockton, George L.	25,100
Sims, Robert L.	7,496	Stone, Albert R.	7,872
Skinner, Keith L.	9,791	Stone, Charles R.	20,480
Slough, Christina A.	12,000	Stone, Rex L.	8,331
Smith, Bonnie F.	9,379	Story, Donald L.	21,800
Smith, Bruce L.	23,000	Stranahan, Joan K.	21,307
Smith, Carlton, W.	8,623	Stratton, Cleavonne S.	25,070
Smith, Charles G.	26,900	Strieter, Terry W.	19,920
Smith, Charles R.	16,400	Strohecker, Edwin C.	33,850
Smith, David W.	7,496	Stuart, Bridget Kay	9,511
Smith, Jean C.	25,349	Stuart, James G.	20,100
Smith, Mary E.	10,828	Stuart, Louis A.	18,561
Smith, William F.	28,500	Sullivan, Pamela J.	7,173
Snyder, Carl G.	8,933	Summerville, Jerry	25,000
Snyder, Marlyn S.	8,140	Swan, Anne S.	17,300
Solmon, S. Carol	9,378	Swan, Wallace J.	23,285
Sons, Lisa G.	10,000	Swann, Randall R.	25,650
Sorenson, Howard J.	19,400	Swift, Donald C.	7,496
Soulier, Joan A.	18,750	Sykes, Jacqueline W.	10,064
Southwick, Ned B.	18,000	Sykes, Kathy L.	9,379
Spalding, Mary E.	13,300	Tabers, Refus O.	14,500
Spann, Bettie Ann	10,064	Talent, Madelle C.	7,308
Sparks, Lois C.	7,496	Taylor, Betty K.	12,061
Sparks, Philip D.	32,000	Taylor, Christopher A.	7,496
Spees, Daniel E.	17,360	Taylor, Dorothy	6,544
Speight, Jerry B.	17,780	Taylor, Jimmie A.	7,496
Spiceland, Opha B.	8,263	Taylor, John G.	33,550

Taylor, Marie H.	\$21,450	Vidmer, Mary F.	\$ 8,791
Taylor, William B.	23,750	Vinson, Anne S.	12,140
Terhune, Margaret E.	12,870	Vinson, Charles B.	15,500
Thomas, Georgiana	8,329	Vinson, Gale J.	9,379
Thomas, Sylvia	4,434	Volpintesta, Anthony V.	24,539
Thompson, James F.	31,750	Waddell, Carolyn J.	7,812
Thompson, John A.	36,600	Wagner, Linda D.	7,154
Thornton, Layman F.	7,831	Wagner, Tom L.	22,900
Thurman, Anna Mae	13,509	Walker, Ida J.	7,496
Thurman, Lanette	19,350	Walker, Johnnie C.	12,668
Thurmond, Frances A.	7,189	Walker, London	14,000
Tibbs, Phillip	26,701	Walker, Willodean	6,921
Tidwell, Lucy D.	8,609	Wall, Celia J.	17,080
Timmerman, Mary J.	20,390	Ward, Joe D.	22,200
Tobey, Winnie J.	7,364	Warren, Alpha L.	7,496
Touchton, Max E.	15,037	Warren, Alton A.	8,811
Travis, E. Faye	8,263	Warren, Mary E.	6,544
Tucker, Teresa C.	7,722	Washer, James H.	13,551
Tucker, Janice L.	12,550	Washer, Shirley S.	3,520
Tucker, Kenneth P.	21,677	Watkins, Ava N.	9,379
Tutt, Barbara D.	10,554	Watkins, Yancey L.	26,450
Tutt, Max W.	7,496	Watson, Patsy A.	11,755
Tyler, Joyce K.	7,812	Watson, Thilda M.	7,324
Tyler, Terry D.	7,696	Wattier, Debbie S.	16,000
Umar, Dee Ann	7,341	Wattier, Mark J.	18,550
Umar, Farouk F.	27,400	Weatherly, James G.	32,000
Underwood, Mark G.	14,100	Webb, Robert G.	12,131
Underwood, Pam G.	23,600	Weber, Neil V.	33,800
Usher, Mary P.	5,072	Weiler, Melody	20,810
Usher, Richard H.	27,250	Welch, Mark E.	14,000
Usrey, J. D.	12,758	Welch, Russell L.	21,000
Valentine, Robert A.	9,300	Welker, Gerald L.	24,820
Vance, K. Douglas	22,700	Wells, David A.	21,000
Vance, SuzAnne M.	8,051	Wells, Jane F.	30,500
Vandegrift, Vaughn	22,750	Wendt, Howard F.	10,828
Vaughn, Edna L.	11,180	West, James R.	12,110
Vaughn, Jack L.	18,000	West, Rebecca	7,390
Venice, Joseph J.	12,841	West, Steve L.	23,242

Whaley, Peter W.	\$25,900	Wolf, Kenneth H.	\$22,390
Whayne, Harry U.	40,000	Wood, Larry W.	16,464
Wheatley, Gregory W.	12,535	Woods, Julia J.	7,872
Whitaker, Harry K.	25,998	Woods, Maria B.	9,379
Whitaker, William J.	25,000	Workman, Iva M.	12,179
White, Cindy S.	4,434	Wright, Sharon Sue	8,193
White, Margaret H.	9,066	Wright, Wanda G.	9,379
White, Michael P.	32,700	Wyatt, Mark W.	7,496
White, Parvin R.	11,150	Wylder, Delbert E.	35,600
Whitfield, Truman D.	23,750	Yaple, James W.	9,918
Whitford, June S.	10,064	Yarbrough, Stephen L.	26,000
Wilder, C. D.	22,269	Yates, Carol A.	8,791
Wilder, James L.	22,000	Yates, John M.	24,560
Wilder, Steven L.	7,496	Yoo, Yushin	23,920
Wilkerson, Bun	6,183	Yuill, Margaret E.	15,500
Wilkerson, Patricia A.	6,544	Zweigenbaum, Sarah A.	7,812
Wilkins, Thomas H.	19,500		
Williams, Augusta, Jr.	7,496		
Williams, James W.	7,496		
Williams, Lilly E.	16,600		
Williams, Wayne M.	21,700		
Willis, James W.	33,000		
Willoughby, Henry B.	5,888		
Wilson, Gena C.	8,588		
Wilson, Jack D.	24,500		
Wilson, James E.	9,868		
Wilson, James Q.	10,064		
Wilson, Kevin C.	13,134		
Wilson, Mary A.	10,064		
Wilson, Randal D.	14,774		
Wilson, Rose I.	8,263		
Wilson, Shirley M.	9,084		
Wilson, Terry L.	22,258		
Winchester, Leonard C.	8,331		
Windsor, Martha Nell	5,773		
Winker, Kenneth	17,837		
Winters, Kenneth W.	41,000		
Wisehart, Dena Jan	9,379		8/28/81



Murray State University

Financial Report

For the period
July 1, 1980--March 31, 1981

Submitted to:
the Board of Regents
May 9, 1981

Murray State University

Murray, Ky. 42071

April 15, 1981

President Curris and
Members of the Board of Regents

Submitted herewith is the 3rd Quarter Financial Report for the 1980/81 fiscal year. This report covers the period July 1, 1980, through March 31, 1981.

Included in this report are the Statements of Current Unrestricted and Restricted Revenues by Source and Expenditures and Encumbrances by Function for the third quarter.

This report includes only the Current Fund and current operations of the University and has been prepared to meet generally accepted fund accounting principles and the reporting standards of the Council on Higher Education.

Respectfully submitted,

Jacquelyn Harrison

Jacquelyn S. Harrison
Coordinator of Financial
Reporting

Recommended by,

Charles D. Outland

Charles D. Outland
Controller

MURRAY STATE UNIVERSITY
Statement of
Current Unrestricted Revenues by Source
and Expenditures & Encumbrances by Function
For the Period July 1--March 31, 1981

	Current Annual Budget	Projected Budget to Date	% of Annual	Actual (Including Accruals)	% of Annual
REVENUES					
<u>Educational and General</u>					
Tuition and Fees	\$ 4,740,247	\$ 4,393,546	(93)	\$ 4,661,661	(98)
State Appropriations	21,023,670	17,087,255	(81)	17,087,255	(81)
KTRS	(Note 1)	849,647	(N/A)	849,647	(N/A)
Indirect Cost Recovered	67,000	57,000	(85)	77,370	(115)
Sales & Services--Ed. Depts.	164,400	123,300	(75)	230,765	(140)
Other Income	299,500	257,000	(86)	743,906	(248)
Total Educational & General Current Revenues	<u>26,294,817</u>	<u>22,767,748</u>	* (83)	<u>23,650,604</u>	* (87)
<u>Auxiliary Enterprises</u>					
Sales & Services	4,349,890	4,278,371	(98)	4,355,626	(100)
Interest Income - H&D	-0-	(N/A)		139,938	(N/A)
Total Auxiliary Enterprises Current Revenues	<u>4,349,890</u>	<u>4,278,371</u>	(98)	<u>4,495,564</u>	(103)
TOTAL UNRESTRICTED REVENUES	<u><u>30,644,707</u></u>	<u><u>27,046,119</u></u>	* (85)	<u><u>28,146,168</u></u>	* (89)
Transfers:					
Education & General	1,112,350	1,112,350	(100)	1,320,417	(119)
Auxiliary Enterprises	223,855	197,552	(88)	201,565	(90)
Total Transfers	<u>1,336,205</u>	<u>1,309,902</u>	(98)	<u>1,521,982</u>	(114)
Total Current Unrestricted Budget *(excluding KTRS)	<u>\$31,980,912</u>	<u>\$28,356,021</u>	* (86)	<u>\$29,668,150</u>	* (90)
EXPENDITURES AND ENCUMBRANCES					
<u>Educational and General</u>					
Instruction	10,667,868	8,534,294	(80)	8,418,023	(79)
Research	60,000	60,000	(100)	60,000	(100)
Public Service	1,342,446	1,006,835	(75)	850,602	(63)
Academic Support (Note 2)	2,393,079	1,914,463	(80)	2,181,019	(91)
Student Services	2,390,642	1,912,514	(80)	1,846,672	(77)
Institutional Support	3,618,652	2,894,922	(80)	3,021,410	(83)
O & M of Plant	4,128,777	3,303,022	(80)	3,404,611	(82)
Scholarships & Fellowships	481,000	481,000	(100)	491,983	(102)
Mandatory Transfers for:					
Principal & Interest	1,805,790	581,704	(32)	581,704	(32)
Loan Matching	21,250	21,250	(100)	21,357	(101)
Work-Study Matching	90,000	(Note 3)		(Note 3)	
Total E&G Expenditures & Enc.	<u>26,999,504</u>	<u>20,710,004</u>	(77)	<u>20,877,381</u>	(77)
<u>Auxiliary Enterprises</u>					
Expenditures	3,896,519	3,117,215	(80)	3,049,203	(78)
Mandatory Transfers for:					
Principal & Interest	<u>677,226</u>	<u>677,226</u>	(100)	<u>679,026</u>	(100)
Total Aux. Ent. Exp. & Enc.	<u>4,573,745</u>	<u>3,794,441</u>	(83)	<u>3,728,229</u>	(82)
TOTAL UNRESTRICTED EXPENDITURES AND ENCUMBRANCES	<u><u>\$31,573,249</u></u>	<u><u>\$24,504,445</u></u>	(78)	<u><u>\$24,605,610</u></u>	(78)

Statement of Current Unrestricted Revenues by Source
and Expenditures & Encumbrances by Function (cont'd)

	<u>Current Annual Budget</u>	<u>Projected Budget to Date</u>	<u>% of Annual</u>	<u>Actual (Including Accruals)</u>	<u>% of Annual</u>
NONMANDATORY TRANSFERS					
To Plant Funds From:					
Con. Ed. Revenue Fund	\$ -0-	\$		\$ 131,731	(N/A)
Housing & Dining Revenue Fund	<u>-0-</u>	<u></u>		<u>92,652</u>	(N/A)
Total Transfers to Plant	-0-			224,383	
Other Transfers:					
Facility Rental - H&D	56,413	53,963	(100)	53,963	(100)
Sub Fees - H&D	51,250	51,250	(100)	51,250	(100)
Balance Forward to '82	<u>300,000</u>	<u>300,000</u>	(100)	<u>300,000</u>	(100)
Total Other Transfers	<u>407,663</u>	<u>405,213</u>		<u>405,213</u>	
Total Current Unrestricted Budget	<u>\$ 31,980,912</u>	<u>\$24,909,658</u>	(78)	<u>\$25,235,206</u>	(79)

Note 1. The State's portion of KTRS is not budgeted and funding is based on actual expenditures for the first nine months.

Note 2. Actual expenditures for Academic Support includes \$173,457 expended for prior year capital outlay. Exclusion of this amount reduces the % of actual to budget to 84%.

Note 3. As payrolls are processed, charges for work-study student wages are reflected as expenditures at the appropriate program level.

MURRAY STATE UNIVERSITY
Statement of
Current Restricted Revenues by Source
and Expenditures and Encumbrances by Function
For the Period July 1--March 31, 1981

	<u>Current Annual Budget</u>	<u>Actual</u>
RECEIPTS		
<u>Educational and General</u>		
Work Study Student Wages	\$300,000	\$ 254,007
Grants & Contracts	117,815	1,804,738
Supplemental Ed. Opp. Grants	-0-	209,625
Total Educational & General	<u>\$417,815</u>	<u>\$2,268,370</u>
<u>Auxiliary Enterprises</u>		
Work Study Student Wages	<u>52,408</u>	<u>34,854</u>
TOTAL RESTRICTED RECEIPTS	<u>470,223</u>	<u>2,303,224</u>
Less Receipts in Excess of Expenditures	<u>-0-</u>	<u>(374,963)</u>
TOTAL RESTRICTED REVENUES	<u>\$470,223</u>	<u>\$1,928,261</u>
EXPENDITURES AND ENCUMBRANCES		
<u>Educational and General</u>		
Instruction	114,000	1,065,268
Research	-0-	10,158
Public Service	-0-	203,988
Academic Support	-0-	396,532
Student Services	-0-	8,119
Institutional Support	3,815	23,750
O & M of Plant	-0-	915
Scholarships and Fellowships	-0-	209,625
Mandatory Transfers for		
Work Study Student Wages	<u>300,000</u>	<u>(Note 3)</u>
Total Educational and General	<u>417,815</u>	<u>1,918,355</u>
<u>Auxiliary Enterprises</u>		
Work Study Student Wages	<u>52,408</u>	<u>9,906</u>
TOTAL RESTRICTED EXPENDITURES & ENCUMBRANCES	<u>\$470,223</u>	<u>\$1,928,261</u>

Note 3. As payrolls are processed, changes for work-study student wages are reflected as expenditures at the appropriate program level.